THE SURVEY

VOL. LXIV, No. 4 MIDMONTHLY May 15, 1930

CONTENTS

FRONTISPIECE - - - - - - *Drawing by Jean Henry* 178
EDITORIAL PARAGRAPHS - - - - - - - - - - - 179
Social Research, Shall Aliens Be Registered? Parole Gets a Chance, For Old New Yorkers, Limping Through Wichita, Lindsay the Lawyer, Mother Jones, A Council for Philadelphia, Public Works and Unemployment, Louis J. Affelder
LABOR LAWS AND WOMEN WORKERS - *Alfred E. Smith* 182
ACT OF GOD OR ACT OF CONGRESS? - *Florence Kelley* 184
THE CIVIC FRONT ON UNEMPLOYMENT - *Beulah Amidon* 185
DETROIT'S MELTING POT BOILS OVER - *R. J. Dean* 187
WE'VE GONE PSYCHIATRIC - - - - - - *S. C. Kohs* 188
TWO HOSPITALS FOR AN ALMSHOUSE - *Lucy Lay* 190
ODE - - - - - - - - - - - - - - - - *Beth Roberts* 191
SOCIAL PRACTICE - - - - - - - - - - - - - - - 192
Roads to New York, Cleveland's Four Horses, Pennies and Pounds, Compiling Crime, Saving Money or People? Land of the Cape and Cod
HEALTH - - - - - - - - - - - - - - - - - - - 193
The Toll of Industry, Middle-Class Medical Care, Multiplying Mental Hygiene, The Luxury of Children, Examine the Bus Driver
COMMUNITIES - - - - - - - - - - - - - - - - - 195
Preserving the Northwest, Social Workers and City Planners, The Other Side of Chicago, "Make No Little Plans," Our "Dreadful Thud"
INDUSTRY - - - - - - - - - - - - - - - - - - - 196
For Migratory Child Workers, Immigrant Women and Their Jobs, The I. R. I. and Rationalization, Studies of Unemployment, Consumers View the Canneries, Middle-Aged Workers
EDUCATION - - - - - - - - - - - - - - - - - - 198
The Newer Arts of Teaching, Meet the Schoolma'am, Help for Highschool Students, Schools and Libraries, For Teachers and Children, Florida's History Books, Grown-Ups at School
BOOKS - 199
WORK SHOP - - - - - - - - - - - - - - - - - - 202
"Get Your Man," *Elizabeth Healy*, Who Should Consult the Board, *Elwood Street, Francis L. Hill*, Gossip
COMMUNICATIONS - - - - - - - - - - - - - - - 205

The Gist Of It

IT seemed like the good old times to have EX-GOVERNOR SMITH again at the meeting of a social agency, speaking up in behalf of women in industry. Ever since he was a member of the State Factory Investigating Commission in 1910, Mr. Smith has had a tender heart and a hard head for women who must work in stores and factories. He has definite ideas, based on experience, as to how they may be protected from exploiting employers, both by the police power of the state and the studies of private societies like the Consumers' League, which can get the facts and bring them home to the consciences of employers and stockholders. Usually employers have a conscience, he believes, but usually they haven't the facts or an understanding of what they mean in the lives of workers. Page 182.

NOW is the time to push for appropriations for the maternity work of the federal Children's Bureau; else, writes FLORENCE KELLEY, a splendid piece of work will die of neglect. Page 184.

ACROSS the street from The Survey office a new apartment building is going up. The foundation has been finished, the steel beams riveted, the concrete floors poured. Now, with the brick delivered, the block is full of idle men with trowels under their arms, waiting patiently in the hope of a chance at the bricklaying in spite of the sign reading, "No help wanted." It is a convincing local footnote to the general unemployment situation, which is being tackled now on a new civic front—states, regions, cities, in addition to the efforts made by employers. A brief resume of the latest steps by BEULAH AMIDON, industrial editor of The Survey. Page 185.

THE Detroit City Council recently voted to discharge all aliens in the city's employ. A volunteer worker's perspective of the rush for citizenship that followed is given in the article on page 187 by R. J. DEAN, who for six years has been struggling with employment for the handicapped, as industrial secretary of the Detroit Tuberculosis and Health Society.

S. C. KOHS, psychologist and executive director of the Brooklyn Federation of Jewish Charities, tells on page 188 of some of the pitfalls as well as the possibilities disclosed by our contemporary psychiatric enthusiasms.

BEFORE she became publicity secretary of the National Conference of Social Work, LUCY LAY had a similar position with the North Carolina State Department of Charities and Public Welfare. She writes at first-hand on the profitable intelligence by which Mrs. Waddill saved money by turning an old-fashioned almshouse into a modern county hospital. Page 190.

ONCE a case worker, now a free-lance writer, BETH ROBERTS has a deft touch in interpreting the episodes of her profession. Page 191. Her most recent article, Zaida—Chronic Runaway, was published in the September, 1929, Survey Graphic.

WRITING for The Survey several months ago on Overtime stimulated an interest in the social life of social workers. ELIZABETH HEALY, social worker of the Philadelphia Child Guidance Clinic, bases her comments on discussions at a round table held as part of the regional conference of the Child Welfare League of America. Page 202.

SURVEY ASSOCIATES, INC.
112 East 19th Street, New York
PUBLISHERS
THE SURVEY—Twice-a-month—$5.00 a year
SURVEY GRAPHIC—Monthly—$3.00 a year
ROBERT W. DEFOREST, *President*
JULIAN W. MACK, *Vice-President*
JOHN PALMER GAVIT, *Secretary*
ARTHUR KELLOGG, *Treasurer*
MIRIAM STEEP, *Director Finance and Membership*

PAUL U. KELLOGG, *Editor*
ARTHUR KELLOGG, *Managing Editor*

Associate Editors
HAVEN EMERSON, M.D. — ROBERT W. BRUÈRE
MARY ROSS — BEULAH AMIDON
LEON WHIPPLE — JOHN PALMER GAVIT
JOHN D. KENDERDINE — LOULA D. LASKER
HALLE SCHAFFNER — FLORENCE LOEB KELLOGG

Contributing Editors
EDWARD T. DEVINE — GRAHAM TAYLOR
JANE ADDAMS — FLORENCE KELLEY
JOSEPH K. HART

JOHN D. KENDERDINE, *Business Manager*
MARY R. ANDERSON, *Advertising Manager*
MOLLIE CONDON, *Extension Manager*

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

Drawing by Jean Henry

A SOCIAL EVENING AT A SOCIAL WORK CONFERENCE

"What are you doing to raise your clients' leisure-time standards, Mr. Smith?"

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

THE SURVEY

May 15
1930

Volume LXIV
No. 4

Social Research

BOSTON is the scene not only of the forthcoming National Conference of Social Work (June 8-14—be sure to go) but of a famous episode in which a social worker tried to put herself in a client's place as a means to mutual understanding. It seems that the club girls of a certain settlement complained that whenever they went to walk or sit in an adjoining park they were pestered by ogling males. The residents had had no romantic episodes when they used the park and were inclined to believe the girls either made up their stories or were meeting the boys half-way. Finally one of them determined on some social research. She got herself up, as she supposed, to look like a club girl and sat herself down on a park bench. For some time nothing happened. Finally an old hobo sat down at the other end of the bench. For some time nothing more happened. The man glanced in her direction occasionally. At length he spoke: "Say lady, if you want to pick up anybody around here, you'll have to leave off them ground-gripper shoes."

Shall Aliens Be Registered?

PENDING before Congress are three proposals for the registration of aliens. In the House, Congressmen Roswell and Cable have introduced bills providing for compulsory registration. In the Senate, a bill for voluntary registration, introduced by Senator Blease, has been favorably reported by the Committee on Immigration, a similar bill having actually passed the Senate in the last Congress. Almost any day the Blease bill may be argued. Voluntary registration of aliens is likely soon to be enacted into law. Organizations and individuals interested primarily in the alien, fearful for some time of this contingency, pronounce registration in any form "a monstrous system of espionage." The danger lies not in the terms of the Blease bill, but in the use that may be made of it. Once the machinery for supplying aliens with identification cards is authorized (and that is what the Blease bill does) no further law is necessary to make the system compulsory in practice and effect. In any relation to a public official, an alien could by simple administrative requirement be asked to show an identification card. Likewise, employers might see fit to make a similar demand. "No honest man objects to identification," say the proponents of registration, to which those who believe registration contrary to American ideals and traditions of personal liberty reply that in order to identify the comparatively small number of aliens illegally in this country, it is unwise and unfair in the extreme to subject seven million legally admitted, law-abiding aliens to cross-examination.

Do the possible benefits justify the evils which will follow from arousing such widespread resentment and sense of discrimination? "Instead of establishing expensive registration machinery," suggests the American Civil Liberties Union, "let us spend the money for increased border control to keep the illegal alien out!" Alien registration in any form, as the Union points out, would single out and set apart the very part of our population whom the country wishes to incorporate more completely in the life of the nation.

Meantime, immigration bills are on again, off again. The Senate has voted (1) to establish the national origins system, (2) to repeal the national origins system, (3) to restrict immigration from Mexico but not from the rest of Latin America, (4) to establish no quota for Canada, (5) not to restrict immigration from the Philippines, (6) to admit seasonal immigration from Mexico, (7) to halve the total immigration from Europe, (8) to recommit the whole question to the Committee on Immigration where, according to The New York Times, it may be expected to rest quietly until after the congressional elections of next fall.

Parole Gets a Chance

INCONSPICUOUS in the news beside the reports of prison disaster, comes word of the passage of the bill establishing for New York State an independent, salaried board of parole along the general lines recommended by the Lewisohn committee (see The Survey, March 15, 1930, page 693). With such a board, supported by an adequate staff for administration, parole in New York may cease to be an "underfinanced moral gesture," in the words of the committee, and become an active force working for the recon-

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

struction of prisoners and the protection of society and prisoners alike. As the Lewisohn committee and other informed observers have pointed out, a great share of the outbreak of terrors and tragedies that have blackened penal history during the past year has sprung from the despair of men who believe that good behavior will profit them little in jail or after. Effective and discriminating use of parole through such a board as that to be created in New York is one step on a road toward regeneration of prisoners and the social attitudes that surround our treatment of them.

For Old New Yorkers

AS an immediate source of potential aid to some 50,000 old men and women and a pledge of organized public responsibility for want in old age, the Mastick-Bernhard bills unanimously adopted by the New York State Legislature a few weeks since add an important impetus to the American movement for old-age security. The measures provide amounts of relief to be determined individually for men and women more than seventy years old who are American citizens, residents of the state for ten years and of the county for one. The law is to be administered and the cost borne jointly by the state and the counties under the supervision of a newly created division of old age security in the State Department of Social Welfare. As various critics of the measure, including Governor Roosevelt, have pointed out, the system is clearly one of outdoor relief, not pensions properly speaking (see The Survey, March 15, pp. 691, 700-701). It will be a valuable adjunct to the whole system of public social work evolving under the state's new welfare law; it should make it possible for many old people to remain for a time in their own homes, living with greater contentment, happiness and economy than would be possible under almshouse care. Under the provisions of the measures applications may be received after September 1 and relief granted after January 1, 1931.

Limping Through Wichita

AS if times had not been hard enough this spring for social agencies as well as others, certain cities in the Southwest are struggling with an "epidemic" that brings a new ailment to the record sheets. The malady is known variously as jakefoot, jakitis, jake paralysis, or ginger-foot; apparently it arises from the drinking of dubious alcoholic beverages, in which Jamaica ginger has a part; it manifests itself as a paralysis first affecting the muscles of the lower leg, and may become so severe as to make locomotion impossible, and affect arms as well. A letter from M. W. Woods, executive secretary of the Wichita, Kansas, League for Social Work, reports that the county farm has thirty-nine cases under care and is trying to obtain another building as a temporary hospital for others; a general hospital is turning patients away, for otherwise its wards would be almost monopolized by "jakitis." Estimates of the number of cases in the city range from 200 to 450, while Oklahoma City and Tulsa are said to be similarly afflicted. The malady is no respecter of persons and has appeared simultaneously in various walks or rather limps of life. Mr. Woods reported that while going two blocks through the business district he passed five victims hobbling along with crutches or canes.

Embarrassing or even wryly amusing as is this public witness of various citizens' private habits, from the point of view of the social agencies it is no joke. The Wichita League is carrying the entire financial responsibility for fifteen families whose breadwinners are incapacitated; in some cases both husband and wife are crippled for a period which the doctors have not yet been able to determine, and in one family four adults are afflicted. Jakitis will add at least an extra $6,500 to the league's already depleted budget for this year. Like most events relating to alcohol, this "epidemic" has been used to make capital both ways on prohibition. Mr. Woods writes: "In the current street gossip, some declare that this is the work of the 'wets' who want to discredit the Volstead Act, and that it is a part of their devilish propaganda; on the other hand, the other camp says it is the result of the activity of the 'drys' who want to bolster up the Volstead Act."

Lindsey the Lawyer

BEN B. LINDSEY, for more than a quarter of a century judge of the Juvenile Court of Denver, is a member in good standing of the California Bar Association and no basis for his disbarment there exists, according to the recent unanimous decision of the Board of Governors of the State Bar. Their decision follows close upon the Colorado Supreme Court's action, disbarring him in his home state. The California action by a group of conscientious and careful men concerned only in a thorough investigation of facts and a fair decision upon them carries the vindication of the "Kids' Judge" so earnestly hoped for by all who know his record of integrity and public service. For thirty years Judge Lindsey has represented not only in Colorado but nationally and internationally the rights of people; the right of every child to have his fair start in life, to be freed from fear and assured of simple security; and the right of every man and woman to make a livelihood and a home, to be relieved of the terrors of poverty and unemployment, and to have their welfare and their children's a primary concern of the state. A fair and constructive program—but those and only those who have followed it as Lindsey has, know what bitter and unrelenting hostility it calls forth where it runs counter to privileged and entrenched interests. Now from out of the mass of misleading and distorted stories which were sent broadcast during the long and tortuous proceedings in Colorado, the "judge" emerges as of old. The California action may be said to have settled the issue of professional conduct. No decision of a board of governors or a state supreme court could add or detract from his work for children.

Mother Jones

WHILE the radical wing of the labor movement celebrated May Day all over the world with appropriate violence of speech and action, hundreds of men and women struggled through the ruts and mudholes of the Old Powder Factory Road in Prince George County, Maryland, to celebrate the hundredth birthday anniversary of Mother Jones. To many people that birthday seemed as remote and incredible as it did to the young reporter, assigned to join the pilgrimage to the home of the bedridden old labor leader for a "human interest" story, who asked, "Mother Jones? Say, shan't I go see Molly Pitcher, too?" Mother Jones belongs to the militant and colorful days of the American labor movement when the working man was dramatic, romantic, even in his own eyes. For forty years

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

wherever the battle of the coal miners and the "bosses" was thickest, there was Mother Jones. Her caustic Irish wit, her indomitable spirit, her laughing courage carried the day again and again—in Pennsylvania, West Virginia, Colorado, even in congressional committee rooms.

It is hard to see any place for a Mother Jones in the contemporary labor movement. Certainly not with the Communists. Mother Jones, and the leaders with whom she worked, were intense individualists who believed in all the pieties—family, marriage, the state (as Walt Whitman conceived it); not with Green and the American Federation of Labor, whose approach is political; not even with the Hillman group, whose success smacks too much of business efficiency for the crusading temperament. The miners' union she helped lead, has fallen away. Whether the newer labor philosophy and technique can rebuild it, remains to be seen. Certainly, the effective reorganization of the miners demands not only enlightened leadership, intelligent following, but something of the untiring faith and hope, the selfless love that Mother Jones poured out for "her boys."

A Council for Philadelphia

THE plan advanced at the 1929 All-Philadelphia Conference of Social Work has borne fruit through a year's discussion and effort, and the 1930 conference heard a short time since that in the fall there will be an All-Philadelphia Community Council. The greater part of the minimum budget of $40,000 has been pledged; already some 160 social agencies have volunteered their intention of joining, and Karl deSchweinitz is to leave the direction of the Family Welfare Society to become executive director of the new organization. The plan submitted to the conference a year ago described a council as a rallying point for social agencies when joint action was needed. How fundamentally the incoming secretary interprets that idea may be seen in his remarks announcing its inauguration: "Not only are we interested in the care of certain homeless men or of certain aged persons, or of certain mentally sick individuals, or of those of the unemployed who come to our doors. We are also thinking of the ways in which we as part of the social work of Philadelphia can help in the solution of the problem of the homeless, or the care of the aged, or the prevention and treatment of mental disease, how we can share in the reduction and alleviation of unemployment." Such a wide view of social work demands the interchange of fact and opinion, the mutual tolerance and understanding and hence capacity for joint action on essentials, that can come only through an inclusive organization such as that which Philadelphia is inaugurating. All good wishes from civic neighbors will go with this new venture to add brotherly wisdom and muscle to brotherly love.

Public Works and Unemployment

TWO of Senator Wagner's unemployment bills passed the upper house of Congress without opposition the last week in April, a few days after being favorably reported by the Committee on Commerce. One measure creates an employment stabilization board consisting of the secretaries of commerce, agriculture, labor and the treasury, to work out a $150,000,000 long-range program of public works, effective in time of depression. The second bill establishes a bureau of statistics, to supply accurate data on employment and unemployment to the stabilization board and to the public at large. Senator Wagner's third unemployment measure was made the unfinished business of the Senate, to be considered after the disposition of the Parker nomination. It provides for a free employment service by the federal government in cooperation with the states, with an appropriation of $4,000,000. In taking up his bills on the floor of the Senate, Senator Wagner characterized unemployment today as "the worst in a generation," and pointed out that:

> We must have available information. We must build the machinery of stabilization, and we must create channels for the free flow of labor from the place of surplus to the place of need. These three things we now utterly lack.

Several emergency measures, designed to apply the public-works lever to the present employment situation, have already been passed by Congress and signed by the President, including the Dowell bill, which increased the federal appropriation in aid of state road construction by 66 per cent over any other year, and a bill appropriating $234,000,000 for federal buildings over the next ten years. According to figures given out by the Department of Commerce, public works and utilities construction in the first quarter of 1930 increased 55 per cent over the first quarter of last year, and was well ahead of the corresponding periods of 1925, 1926, 1927 and 1928.

The need for further emergency measures is effectively urged by the National Unemployment League, of which Darwin J. Meserole is president. The league has addressed an appeal to the President and Congress, pointing out that "in the expansion of public works, when business depression is upon us, lies the natural and fundamental remedy for unemployment," and urging "the President to recommend at once and the Congress to enact, appropriate legislation for the inauguration of a system of public works to meet the requirements of the present acute and menacing situation in our country."

Louis J. Affelder

AS an engineer and executive of the American Bridge Company for more than a quarter of a century, Louis J. Affelder contributed to the development of one of the basic industries of America; as member, trustee, chairman, vice-president, president and the like of such Pittsburgh organizations as the Public Health Nursing Association, the Welfare Fund, the Children's Service Bureau, the Federation of Jewish Philanthropies, the Rodef Shalom Congregation and the Chamber of Commerce, he bore an active part in that social engineering which is creating a balance to the mechanism of our industrial civilization. Recently the Irene Kaufmann Settlement celebrated its thirty-fifth anniversary. For fifteen of those years he had been its president, and was chairman of the building committee of the new addition then dedicated. As treasurer of the National Federation of Settlements he linked his business experience with his sustained interest in the neighborhood work "on the Hill." His unstinted work and counsel have counted wherever the settlements have carried their ministrations to the under-privileged areas of American life. The death in April of this long-time member of Survey Associates removes one of those rare men at once conversant with industrial operations and sensitive to the human element in it all. Simply, genuinely, effectively, he went his way.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

Labor Laws and Women Workers

By ALFRED E. SMITH

WHEN Dr. Herman M. Biggs was at the head of the State Health Department, he created a slogan for the department that became a slogan for the state. He said that within certain natural limits public health is something you can buy. The Department of Health is chiefly concerned with preventive measures, with sanitation and the checking of contagion, but the state is concerned with other aspects of public health. One of the chief mediums for expressing this concern is the Labor Department, because labor statutes are based first on the preservation of health, and then on the welfare of men, women and children engaged in industry. All persons under eighteen years of age are children in the eyes of the law.

In 1904, when a bill was passed prohibiting night work for women, the Court of Appeals declared the law unconstitutional because it abridged the liberty of a woman to work, without due process of law. Now "due process of law" was inserted in the federal constitution following the Civil War to safeguard liberty of person. Court decisions through several generations have twisted the clause to mean liberty to do what you want to do provided it is not in violation of penal law. Just ten years later the same court, construing the same statute under almost identical circumstances, held the law constitutional. In his opinion, the chief justice of the court said that since the legislature had demonstrated that the law was in the interest of public health, it became a police measure and superseded any other constitutional provision. The whole purpose of our factory code is the preservation of public health, the protection of life and limb, the prevention of disaster and the promotion of general public welfare.

In this state we have been particularly keen about these laws as they apply to women and children. In the ordinary nature of things we might say that women have no place in industry, but we have to face actual conditions. Even the employment of children is sometimes necessary. That being so, it is essential that the state do everything it can for the preservation of the health of child and women workers.

How have we expended money over the last seventeen or eighteen years for the purpose, as Dr. Biggs says, of buying public health through our labor code? Laws of economics work in the enforcement of the code as in everything else. You get the size police force you are able to pay for. You get the number of factory inspectors, clerks and necessary officials that you pay for. You don't get any more. And you have to be constantly on the alert to see that you don't get any less. There was appropriated for the enforcement of the factory code in 1910, $225,000. That meant that the factory code was in the statutes and stopped right there, because we did not have enough inspectors to make it effective.

In 1920, when I was in my second term as governor, the factory code appropriation had jumped from $225,000 to $2,638,000. This sum was required to accomplish the purposes behind the labor statutes. Then we fell into a period of economy. The reduction made itself felt in the physical forces abroad in the state seeing to the enforcement of the law. When I went back in 1923, the appropriation jumped again to $2,171,000. In the fiscal year ending June 30, 1930, the operation of the department will have cost $3,198,673. Next fiscal year it will be $3,444,000, and in spite of what any candidate for public office says, in spite of any promise to reduce the cost of this department, if you ask him how he is going to effect his "economy" he can only answer by saying that he proposes to curtail the law-enforcement service of the state.

One important thing in this field, the Factory Investigating Commission reported, can be remedied without law or appropriation—merely by focusing public attention. That is the very apparent lack of knowledge of industrial leaders about what goes on in their own factories. I have a world of confidence in the good sense and good judgment and desire for fair play of the manufacturers and business men of this state. I think they have a sense of obligation toward their workers. But I know that often they are ignorant of the facts. The state can go to the very limit of enforcement through paid agents, but unless you reach the heart and conscience of men who appear to be the beneficiaries of unwholesome conditions, you are far from solving the problem. It is here that the research and reports of such a group as the Consumers' League are most useful.

One of the obvious ways in which the State Factory Law can safeguard the health of women workers is in limiting the length of their work-day and of their work-week. When I put my name to the present 48-hour law, I stated that it was entirely inadequate, and that I accepted it only because it declared in favor of the principle, even though its peculiar language and evasive tone permit the principle to be entirely disregarded. When an attempt to secure legislation has involved you in

---

Mary, who is a waitress, Helen at the laundry mangle, Mrs. Jones who scrubs offices by night and divides her toilsome days between a little sleep and a great deal of housework—do these women workers need special protection under the law? If so, how can it best be assured them? Out of his singularly rich experience as legislator and as the state's chief executive, former governor Alfred E. Smith offered his answer to these questions at the recent dinner of the New York Consumers' League. The occasion was the first public report on an important fact-finding job just completed by the league in this field — an investigation into hours, wages and working conditions of women in the canning industry of the state *(see page 197 of this issue)*. *We are privileged to give ex-Governor Smith's discussion here in part.*

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

a four- or five-year battle in which you feel yourself to be right and the forces against you to be without reason and understanding, you reach a point where you will accept any recognition of the principle involved, with the hope that its application will convince people that the law embodying it ought to be amended and strengthened.

Prior to 1911 the legal week was 60 hours long, and many arguments against the 54-hour law were submitted to me. An attorney once explained to the governor that his signature on that law meant that industry would leave New York and move to Massachusetts!

I remember when the 48-hour law was pending in Albany an important manufacturer from Rensselaer, on the other side of the Hudson River, stopped in to bid me good-bye before going away for a winter vacation. I shall never forget what he said to me as he left. If it were possible to set his words re-echoing in the ears of other men in the state, we might not even need the 48-hour law. He said: "Governor, almighty God has been very good to me. I have lived beyond the biblical age of man. I am going to rest for five or six weeks in the South. All I want beyond air and food and clothing is peace of conscience. If I thought you had to pass that law for my employes I could not have that, but my employes already have a 48-hour law for my own personal comfort."

Another method by which the state, through its labor law, can protect women workers was mentioned in the Consumers' League report on the New York canning industries. I refer to minimum wage legislation. We who have studied such legislation understand that that is in reality a public health measure, but since the United States Supreme Court decision in the Oregon case, it is unenforceable. The Labor Department, through the Bureau of Women in Industry, has power to investigate wages, but what the Labor Department lacks is power by law to compel employers to give the facts. It is all right to say, "Ask Mr. So-and-So to come in," but when the lawyer says, "Nothing doing," then there is nothing doing.

I REMEMBER when Louis D. Brandeis testified before the Factory Investigating Commission on the question of wages, he said that it cost the same per mile to build a railroad whether you paid labor $2.50 or $5 a day. That theory can be carried right through industry. From the employer's point of view it ought to be an argument for the minimum wage principle. Great captains of industry get what they pay for, like the rest of us, and underfed, underclothed help is not as able and vigorous as workers with a decent living standard. Incidentally, running through it all comes the human equation—man on earth cannot measure the spirit of gratitude in the heart of the worker toward the employer who is treating him fairly.

The cannery industry has been the battleground for many of the principles of protective legislation for years. It is an industry presenting special difficulties to management as well as to the worker. Most canneries are located out in the country. You cannot have an inspector for each employer, nor can you defeat the wiles of the individual who misrepresents the situation by tampering with the data sheets. It is well-nigh impossible to detect him and prosecute him. But I refuse to be pessimistic about all this because it is so much better than it used to be. I remember the first arguments against the regulation of hours in canneries. One of the legal fraternity said, "This is not work but pleasure. Here they are out in the beautiful sunlight. It's just like knitting on the front porch at home." We have made great progress since those days, and if there are employers today who are disregarding the statutes, our strongest ally is the force of public opinion in an appeal to their conscience and good sense to stand in line with the state in its effort to protect the health of people working in canning factories.

Jean Henry for the U. S. Women's Bureau

It has been my experience over a quarter of a century that an outside organization is absolutely necessary, particularly in a state as big as New York, if we are to make any progress in this field of labor legislation and labor law enforcement. I say this without any criticism of legislatures, Democratic, Republican—or even mixed. The legislature brings together 201 men from all parts of the state. The minute they arrive in Albany there comes an avalanche sweeping away disinterested opinion with arguments about the operation of a canal, the construction of better roads, the care of the insane, the local affairs of small towns and villages, the size of wall-eyed pike you can take out of Lake Ontario. In a couple of months the legislators must budget the expenditure of $300,000,000 for the operation of the state government. We are attempting to run the state today by the methods in use when the whole government of New York cost only a few millions a year.

There doesn't seem to be any immediate cure, but one thing that helps is an outside organization that sends well-informed, disinterested representatives to Albany to discuss these public welfare questions on the basis of real study and investigation. This is the kind of service I have seen the Consumers' League render ever since I first went to the legislature.

I have often said, and say again, that I believe the State of New York is neither more nor less than the people of New York. We have to have farm lands and inland waterways and great systems of transportation and centers of industry and vast factories and public service corporations to serve our needs, but in the last analysis the state is the people. The history and experience of the recent war showed us that one third of our men from 21 to 30 were physically unfit to fight. There is some reason underlying this. It must be that in our struggle for immense wealth and position in trade and industry we have overlooked the all-important fact that the state after all is the people, and their health and well-being the chief concern of the state, particularly the health and welfare of women and children.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

Act of God or Act of Congress?

By FLORENCE KELLEY

IF a volcano destroying its surrounding territory, or if an earthquake devastating a whole region, or if a conflagration wiping a city out of existence, should leave among its survivors tens of thousands of motherless children, what would happen? The catastrophe would be an Act of God. The whole world would stand appalled as it did over the suffering of the children in the Japanese earthquake.

Governments would condole with the authorities and offer large-scale assistance. Funds would be raised and cooperating committees created. The press would stimulate the worldwide flow of sympathy and aid. The universal response would correspond with the hugeness and suddenness of the disaster.

De te fabula, lacking only the catastrophic aspect. For in every decade we acquire a quarter million motherless families, twenty-six thousand being thus afflicted every year.

Because there was no Act of God, no earthquake, no volcano, no conflagration, we remained complacently unconscious that our maternal death rate was the highest among all the nations which keep vital statistics. It has been bracketed with our crime rate as our twin national disgrace.

Not until the Children's Bureau brought to light by its infant mortality studies the sinister fact, did we know that, though the death rates of children have been falling, only the foundation has been laid for stopping the death rate of mothers in childbirth, or by disease connected with it.

And now for nearly a year, since June 30, 1929, progress with this work has been deliberately and intentionally interrupted, and the Children's Bureau itself has been, since Saint Valentine's Day, threatened with dismemberment.

THE Sheppard-Towner fund of $1,240,000 for the hygiene and welfare of maternity and infancy had always been paltry compared with the urgent need of the states. Contrasted with the billions lavished upon war, upon roads, upon animal industries, parks and forests, it was hardly visible.

From the start in 1922 the Sheppard-Towner Fund had, however, profited by significant reinforcements. These are first the administrative ability and sheer human wisdom of the bureau chief, Grace Abbott, who has steadily enlisted by means of advisory committees the unwearied volunteer service of pediatricians, obstetricians, and gynecologists of highest character and standing, for the long slow process of educating millions of families to the need of prenatal care, and of public health nursing everywhere.

The second reinforcement of its own paltry financial amount, which strengthened the Sheppard-Towner fund, was the requirement, in the act itself, that each state participating in the fund, in cooperation with the Federal Board of Maternity and Infancy, must annually match through its legislature the sum allotted to it by the board.

Third and finally, throughout the period of the Sheppard-Towner Fund's existence, March 1922 to June 30, 1929, counties and local communities were increasingly responsive to the bureau's stimulating activities.

Methods needed for reducing the deaths of both mothers and children have been worked out and were being applied when the fund lapsed. Certainly the most contemptible, the most inhuman economy in American history!

One extenuation offered for this meanest recorded federal economy is that the bureau has done its work so well, has demonstrated so brilliantly and so conclusively the need for public funds, that the states should henceforth need no further federal cooperation. Unfortunately, however, the states are not all equally rich in resources available for the long slow task of public education in maternal and infant hygiene. Nor could all the states begin with equal promptness to match the offered federal funds. By these and kindred delays vast opportunity for precious educational experience has been irreparably lost.

WHEN the appropriation lapsed, June 30, 1929, 46 states had been brought into the birth registration area and forty-five were cooperating with the Sheppard-Towner Fund. Two states were at once unable to go on. They quit outright. Others voted varying amounts from their state treasuries on condition that the federal funds should be renewed. Certain rich industrial states appropriated sums large enough to continue their own activities and those previously initiated by the use of "Sheppard-Towner" money. According to the attainable evidence, however, the general tendency has been toward lagging for want of the little money so stingily withheld.

What next? A precious year has been largely wasted, valuable physicians and nurses having been lost from the staffs of the state health authorities during the interruption.

When this article appears in mid-May, Congress may not even yet have voted on Senator Jones' bill (S. 255) to provide for the bureau's maternity and infancy work for the present biennium, of which the first fiscal year is drawing to a close. This is the belated bill appropriating $1,000,000, which slumbered fifty-one weeks in the Senate Commerce Committee before being reported on April 8, 1930, favorably and without amendment.

HON. GODFREY GOODWIN'S measure introduced in the House on March 12 as companion to the Jones Bill, has, as these words are penned, the whole congressional road to travel!

Never was there greater need than during this spring season for determined effort by all good citizens to reestablish the fund and to strengthen it. Shall a second year be lost? What utter shame to the richest nation in all history if that should happen!

This is the year and these are the months when senators and members are extra devoted to their homes and their constituents. Incidentally it is also the time when reminders of the wishes of the home folks sink in most deeply and count most heavily with candidates for re-election.

Don't write! Wire!

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

The Civic Front on Unemployment

By BEULAH AMIDON

THE first state committee on employment planning has just submitted its first report, summarizing going plans for dealing with the problem on a community basis, and pointing out the most hopeful next steps for industry and for local groups to take. Management, labor, finance and government are represented on this New York committee which consists of Henry Bruère, banker, Maxwell S. Wheeler, Ernest G. Draper and Henry H. Stebbins, manufacturers, John Sullivan, State Federation of Labor, Frances Perkins, state industrial commissioner, *ex officio*. In his instructions to the committee, Governor Roosevelt said:

> I am looking forward to a long-time program for industrial stabilization and prevention of unemployment. We do not expect miracles but rather to assist the employers of this state in a gradual progress toward stabilization based upon authentic American business experience and arising out of and adapted to their own local industrial problems and such methods as their good-will and sound business judgment may develop.

In its preliminary report, issued within a month of its appointment, the committee goes on record as being unanimously in favor of this approach:

> What we hope to do, and what we are planning to do, is to cooperate with employers of this state in facing the problem of unemployment, not primarily from the standpoint of immediate relief but more from the standpoint of discussing practices that will help to stabilize employment throughout the year.

In meeting the immediate situation, the committee suggests that at this time employers avoid sudden, drastic fluctuations, either up or down, in the working force; speed repairs and construction; spread the available work through part-time schedules if necessary; manufacture for stock "to the limit of economic wisdom." Where lay-offs are unavoidable, it is urged that those with dependents and those of long service be the last released; that a dismissal wage be paid, or, at least, two weeks notice given; that employers render every possible aid in helping workers find new jobs.

The report outlines three methods for reducing unemployment: by the individual efforts of employers in their own plants; by cooperative efforts of citizens, through chambers of commerce, trade unions and other organizations; by attacking the problem through governmental agencies.

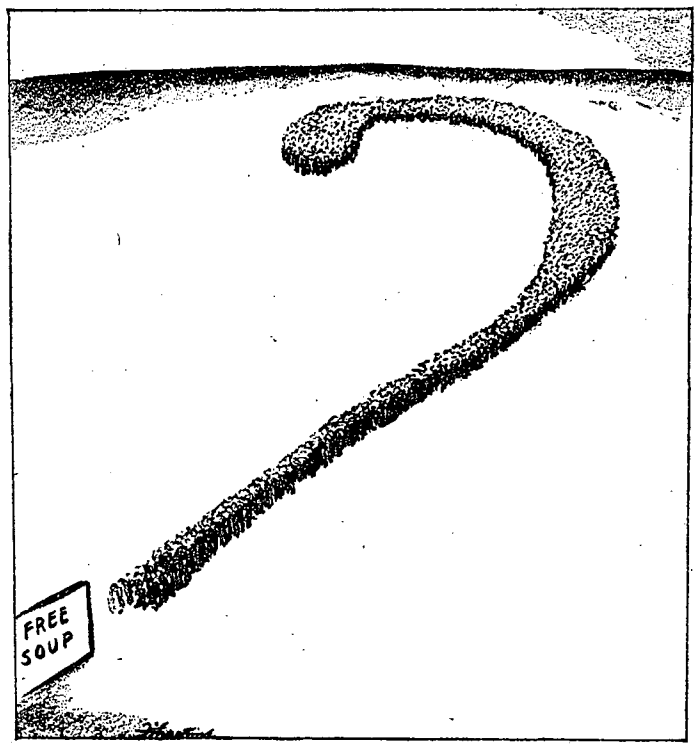
The committee has already gathered material on the experience of more than 200 employers in working out regularization schemes. Its report summarizes the methods and the results of such plans in the International Harvest Company, Columbia Conserve Company, Procter and Gamble Company, John A. Manning Paper Company and the Packard Automobile Company, pointing out that "in spite of the variation in industries and individual production problems, it is usually possible to bring about greater stabilization, providing the management of each concern is determined to make the attempt."

Current activities in Buffalo, Albany and Rochester are described to illustrate what voluntary efforts of citizens can accomplish.

In Buffalo, no new agency has been established, but existing organizations have dealt cooperatively with the winter's situation, and laid plans for leveling the peaks and valleys of the community's employment curve. Employment figures for the Buffalo area are being compiled monthly by the Industrial Relations Association, the Chamber of Commerce and the University of Buffalo. The Industrial Aid Bureau and the Buffalo Foundation have correlated public and private relief activities. The Industrial Aid Association and the Chamber of Commerce have stimulated small-job campaigns, to help displaced workers tide over the period of unemployment. The Industrial Relations Association and the Industrial Aid Bureau have established free employment clearing houses under public auspices.

Rochester and Albany have set up new agencies for dealing with the unemployment problem. The Rochester Civic Committee on Unemployment is divided into eight sub-committees: fact-finding; stabilization of employment; construction reserve; central employment; temporary employment; relief study; vocational guidance and training; public information. A full-time secretary, S. Park Harman, formerly personnel manager of the Bausch and Lomb Optical Company, coordinates the work af the sub-committees. Henry H. Stebbins, Jr., chairman of the Rochester organization, is a member of the state-wide unemployment committee.

In Albany, the Chamber of Commerce has set up a Committee to Study Unemployment, under the chairmanship of Harold P. Winchester, treasurer of J. B. Lyon Company, a printing and publishing firm. Since



Fitzpatrick in The New York World

The Question Before the House

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

March this group, according to a statement included in the report of the state committee, has held hearings to determine the extent of unemployment in the community, has worked out a scheme for collecting and tabulating reliable employment figures, and is now "conducting a campaign to educate the local public on the whole subject of unemployment, with particular emphasis on methods adopted by forward-looking concerns, both locally and nationally, to stabilize conditions, and upon efforts in other communities and countries to meet this problem."

On the side of public effort to lessen and forestall unemployment, the New York committee stresses the importance of scheduling public construction and strengthening the public employment system. The committee requests that it be continued in existence to January 1, 1931, and concludes its first report to the governor with this stimulating paragraph:

> We do not conceive ourselves as members of the usual orthodox commission which renders a long, involved report and then assists, by its silence, in permanently erasing the subject from everyone's mind. In this instance, we hope our duties have not ended, but just begun. We should like to be the clearing house, so to speak, through which shall pour such a mass of helpful and suggestive information that every employer in the state, and the trade associations to which he belongs, will be stimulated to act, by the assistance rendered in the study of this problem. We shall be glad to offer the services of our committee for conference purposes with any employer or group of employers or trade association groups who are interested to pursue further their studies on methods of employment stabilization. Fortunately, there are none of us who know all about this baffling subject. Perhaps there is an opportunity here for everyone of us to help the other. By such friendly and cooperative effort, it might be that we could increase the industry of New York State high above its present levels and at the same time contribute greatly to a solution of one of the most vexed problems of today.

NEW YORK is not alone in organizing a community front on unemployment, though it has made the first state-wide effort. Under the chairmanship of G. M. Williams, president of the Marmon Motor Car Company, the Indianapolis Commission for Stabilization of Employment has been at work since February on local problems of regularization and unemployment relief. The members of the commission were appointed by the mayor and the president of the Indianapolis Chamber of Commerce, at the request of a conference called by the local community fund to consider the problems then facing the relief agencies of the city. The Commission is made up of thirty-one members, with a full-time secretary and permanent headquarters in the Chamber of Commerce Building. Its work is divided among five committees: fact-finding, cooperation of social agencies, coordination of employment agencies, cooperation of employers, budget and finance.

Dayton's plan for steady work (see The Survey, April 15, page 71) moves forward with the organization of four subcommittees. The fact-finding committee, of which the director of the Dayton Industrial Association is chairman, plans to cooperate with the Board of Education in securing a local employment census at the time the 1930 school census is taken. A committee on the state-city employment bureau is made up largely of personnel directors, and will endeavor to make the free public employment office a more efficient labor clearing house for the community. The general committee has circulated copies of its first report among all local employers of 100 or more workers, and is now sending out reports of successful experiments in stabilization by Dayton firms. The Dayton Pump Company, the president of which is a member of the committee, is an outstanding example.

WHEN St. Paul, Minnesota, through cooperation between the state university and the local Welfare Council, took stock of its employment situation, it started a big ball rolling (see The Survey, March 15, page 70). One immediate result of the study was the formation of a Twin City Employment Association, made up of social workers, personnel workers, employment agents and business men of St. Paul and Minneapolis. Now a similar survey is being planned in Duluth. This will be tied in with the Twin City activities as the basis for a projected Northwest Employment Stabilization Institute, centering on the university campus. Professor William H. Stead, who directed the initial study, is in close touch with these larger developments.

The rise of these new civic formations focussing interest and action in the industrial centers, is matched by the spread of concerted efforts toward the same ends among industrial and business groups. The two movements interlock. A committee of the New York Merchants Association has brought out a series of practical suggestions to management, and the National Metal Trades Association at its annual meeting in New York was addressed on this subject by Sam A. Lewisohn, president of the Miami Copper Company and chairman of the board of the American Management Association.

A handy compilation for the use of individual employers and civic groups working toward the control of unemployment is offered by the Department of Manufacture of the Chamber of Commerce of the United States, which has just published a 60-page pamphlet, Balancing Production and Employment Through Management Control. This booklet summarizes practical measures by which American industries are stabilizing production through planning and sales forecasting, diversification, research and standardization; personnel policies, such as centralized employment and transfer, diversified training, flexible working periods and labor turnover control; and cooperative programs, including joint community programs, reduction of seasonal operation in construction industries and other collective movements.

A GROUP of New England business men have organized a Committee to Study Methods of Reducing Seasonal Business Slumps. The group includes A. Lincoln Filene, chairman of the board of directors of the Filene store in Boston, Henry P. Kendall, president of the Taylor Society, J. Franklin McElwain, president of the J. F. McElwain Company, Henry S. Dennison, president of the Dennison Manufacturing Company, and John H. Fahey, publisher of the Worcester Evening Post. In discussing the committee's objectives, Mr. Filene says:

> When emphasis is laid, as our study will lay it, on the economic loss which business suffers because of the reduction in consumer purchasing power that unemployment causes, manufacturers and retailers will be more eager to take steps to reduce the amount of unemployment. . . . By filling in the valleys of seasonal business depression, the manufacturer not only can operate his business more cheaply, but also by providing steadier employment he is helping to keep up the general level of purchasing power. Thus every concern is fundamentally interested, not only in keeping its own employment and production on a steady basis, but in helping other concerns to stabilize production and employment.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

Detroit's Melting Pot Boils Over

By R. J. DEAN

ON February 25, 1930, the Common Council of Detroit adopted a resolution to discharge from the city's employ all aliens, all men and women who were not citizens of the United States. Mayor Bowles made a public statement on March 4: "I will not veto the council's resolution, directing the discharge of aliens. I do not believe any injustice will be done. I am satisfied that where there are extenuating circumstances the council will take them into consideration." So the resolution was signed and went into immediate effect.

At that time the reports from the various city department heads showed there were some 1689 persons affected. Six hundred and sixteen of these had no citizen's papers at all and 991 had their first papers or "declaration of intention"; the other 82 were not classified. It would have been rather a gigantic task for the City Council to look into 1,689 individual cases with a consequent postponement of the city's regular business—and politics. So it resolved itself quite naturally into each department head discharging all employees who were not American citizens.

Realizing that there were "extenuating circumstances" in a great many cases, the Americanization Committee of Detroit, a Community Fund agency established to give aid and counsel to aliens in matters pertaining to citizenship, offered its services to the Mayor. As a consequence, the Mayor immediately addressed a letter to all department heads instructing them to send these alien ex-employes to the Americanization Bureau where their cases could be examined into and recommendations made as to their reemployment.

At once the rush started. The Bureau increased its staff with as many volunteers as it could secure and accommodate, desks and chairs were placed in the corridors of the building, and the offices kept open long after regular working hours. Ninety-five per cent of those affected by the resolution whose cases were investigated by the Bureau and recommended, were rehired. The movement now commenced to spread to industry and many men came in from our great automobile factories with discharge slips reading "discharged to make jobs for American citizens." Other factories gave their employes 30 days notice that they must show evidence of having filed their applications for citizenship or be discharged.

The District Bureau of Naturalization was literally swamped as the following figures will show: For the fiscal year ending June 30, 1929, 32,000 applications for both first and second papers were filed; for the first six months of the fiscal year beginning July 1, 1929, 13,000 applications of both kinds were filed; for the period from March 1 to April 15, 1930, 8,562 applications for first papers and 6,953 for second papers, or a total of 15,515 applications filed.

In explanation of the apparent slowing down of applications in the first six months of the present fiscal year, it may be stated that the new naturalization law went into effect in June, 1929, making it much more difficult to obtain citizenship and 300 per cent more expensive.

Now where did this movement start and what object did it have? No one seems to know definitely nor care to take the responsibility. The council's resolution, passed by a vote of 8 to 1, reads:

> Resolved, that all city departments, boards, and commissions be, and they hereby are authorized and directed to lay off all employees of the City of Detroit who are not citizens of the United States and to make an investigation and a study of each individual case with a view to reemployment should there be extenuating circumstances warranting such action.

This resolution was introduced by a councilman who is head of the Bricklayer's Union and seconded by another who was endorsed for re-election by the Detroit Federation of Labor. To quote from Detroit's most influential daily newspaper, "It is seen as a movement started by the Federation."

Detroit has been and still is in the worst unemployment situation in its history. The Department of Public Welfare is supporting nearly 20,000 families and its relief budget for March exceeded $850,000. Every day the newspapers carry letters in their public letter box columns with the general chorus, "I am an American citizen and can't get a job to support my family while my neighbor who is not a citizen is working steady." The council is aware of these things and probably did not need much urging to make what a first glance would appear to be a good political play and make them solid for the workingmen's vote.

ON March 31, the president of the City Council, with the unanimous approval of that body, addressed a letter to all department heads instructing them to use their own discretion in rehiring discharged alien employes. In other words, without taking formal action as had been done when the resolution was adopted, council washed its hands of the whole affair. Said the one councilman who had consistently opposed the movement, "Apparently my colleagues have learned it was all foolish to start with."

However, the council's lead is still being followed in a great many places. On March 26, the Detroit Board of Education voted to dismiss all alien employes except teachers on April 30 or at the end of the school year. "Cruel, inhuman and unjust," was the remark of the only woman member of the Board of Education. Notice the discrimination in favor of school-teachers, probably because they cannot readily be replaced.

The Department of Public Health tried to keep quite a large number of their nurses who worked in contagious disease hospitals and whom it would be hard to replace, but they had to take the same treatment as the sewer diggers, street cleaners and charwomen. There were some seven charwomen who cleaned and scrubbed the police headquarters building at night. All were discharged and upon investigation it was found they were all widows supporting among them a total of 39 children. However, the director of the Institute of Arts, a $10,000 a year man, who had been in this country six years and had just taken out his first papers two months previously, was retained because it was known that several other cities were ready to take him on. A couple

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

of citizens petitioned to have the mayor's secretary removed, but it was found that although he was born in England, his parents were American citizens. The fact that he had enlisted during the war in the British Royal Air Force did not change his status because at that time Great Britain was our ally.

It seems rather ludicrous that the manufacturers who have for years consistently fought against drastic immigration laws in order that their supply of cheap labor should not be cut off and who have just as consistently fought to keep Detroit an "open shop" town, should now be lining up with a policy fostered by the Federation of Labor. In fact, even before the city council took official action, one of our largest automobile factories started to eliminate all Canadians from its employ, in retaliation for the Canadian Government's refusing entry to 40 skilled workmen who were being sent to the Canadian subsidiary factory just across the border. This would have been an infraction of the Canadian Alien Labor Law which was passed subsequent to our own Contract Labor Law. It is questionable that the Canadian Government would have refused had a request been presented to it in advance showing that this was for temporary purposes only. Canada has been very anxious to cooperate with us, as witness the recent passage of a law by the Canadian Parliament to prohibit the exportation of alcoholic liquors to this country.

From a fair-minded point of view, it seems rather unjust to discriminate against immigrants who have complied with all Federal immigration laws in gaining legal entry into the United States. One wastes no sympathy over those individuals who have been here for many years and who have been too negligent to become citizens. But how about those persons who have not yet completed their five years' residence in this country which is required to obtain citizenship; those who came here as young children with their parents, and who have discovered only recently that their parents never became naturalized; those who have not sufficient intelligence or grasp of the English language to be able to pass the tests and examinations required for citizenship, but who make perfectly satisfactory common laborers and charwomen, tasks that are scorned by more highly educated individuals? Most of those who came as children have received all their education here and many served honorably in our armies during the world war. What about the young Scotchman who came here three years ago with his little family from Glasgow, obtained his first papers the second day after arrival, worked hard and saved sufficient money to buy a motor truck, got a job trucking for the city, and is thrown out on the excuse that he is not an American citizen?

What rights has the individual who leaves his native land to come to make his home in the greatest democracy the world has ever known, where all men are free and equal, complies with all the laws that our Congress has seen fit to enact, waits for his turn on the quota, pays $10.00 for his consular visa, pays $8.00 head tax, subjects himself to physical examination for a clean bill of health, tries to learn enough of our language to get along and adjust himself to the new conditions? Has he not a tacit moral right to earn an honest living by the sweat of his brow? Will depriving him of that right curtail unemployment or cause him to go back from whence he came and thus create more jobs for those who came here before him? The great Detroit experiment did not answer any of these questions affirmatively. On the contrary, the relief budget of the Public Welfare Department is five and one half times greater at the end of March than it was at the end of last October. There was noted a sudden influx of cheap labor from the South, coming penniless and trying to get on the public welfare rolls, so they could eat and be in line for city jobs.

It looks like a political boomerang that caused a tremendous rush of work at the Naturalization Bureau (which will not be able to dig its way out for six months), caused a great deal of mental and physical suffering and placed an additional dangerous weapon in the hands of unscrupulous foremen who have been known to mulct their workmen so that they may hold their jobs and last, but by no means least, it has degraded the sacred right of American citizenship into a mere job ticket.

"We've Gone Psychiatric"

By S. C. KOHS

WHEN our psychologists some thirty or forty years ago brought psychology out of the laboratory and began adapting it to the practical uses of daily living, they began a new epoch in the history of man's control over his own nature. Our public schools, the great realm of business, and the varied field of social service now have available volume upon volume of practicable suggestions for the intelligent and effective harnessing of the human mind in an effort to reach most satisfactory self-fulfillment.

Were all psychologists and psychiatrists agreed among themselves on fundamentals, and on general conclusions, our mental hygiene world would indeed be a most happy one. As yet, unfortunately, that degree of unanimity which might lead to a fair measure of peace and comfort does not exist. It is extremely difficult for a newly arrived practitioner in the field of education, in the field of business, or in the field of social work, to make selection of the sound, substantial contributions as against those which are either unsound or have not as yet been stripped of their false accoutrements, with the truth revealed as it really is.

Three great streams of influence have each contributed to help, and also to befuddle the situation. Perhaps no other re-interpretation of human mental life has been carried over so generally and so completely into the applied fields as Watson's behaviorism. The emphasis upon a detached point of view, upon the utilization of sound scientific criteria in the observation and in the description of human conduct has been most valuable. On the other hand, the outspoken or tacit negation of consciousness, of will, judgment, the capacity for introspection and its value for the understanding of others and of self, are definitely disadvantages in the effort to develop a well-rounded point of view and technique in modifying human conduct. The growth and development

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

of individual moral values, their significance as determinants of human conduct apparently have no place in behavioristic psychology. Perhaps the carry-over of our thinking and our conclusions from animal psychology into the field of human behavior may bring with it a certain bias and certain illusions which are likely to be detrimental in our effort to adjust human beings to the complicated conditions of modern life.

Once ridiculed and reviled, we now find the major contributions of Sigmund Freud accepted as sound and substantial. As time goes on, many of the fancy and elaborate decorations accompanying the Freudian contributions will be left in the discard and those mechanisms which have proven themselves, by test, to be true will find their proper place in the ultimate encyclopedia of human nature.

On the other hand, many Freudian followers accept too readily, or are inclined to exaggerate, the dire results likely to follow the thwarting of the love-life, the operations of the censor, and the effect of repressions upon the normal self-expression of the individual. How far the censor within our souls may be trained, re-conditioned, or adapted to view our life more sanely than he does, is still a matter for wild speculation, with no scientific evidence available either how to attack the problem or what objectives should be achieved. What impulses should be sublimated—how, when and why—is not so clearly understood. The attempt to formulate any adjustment program is definitely affected by one's socio-political notions and one's theories of the rights of society versus the rights of the individual.

Beginning in the field of medical physiology, Adler found some fundamental truths apparently could not be carried over into the realm of human mental functioning. No human being is born perfect, either physiologically or psychically. From the very moment we have a chance to examine ourselves, there begin processes of compensation which sometimes result in maladaptation. But if the followers of Adler exercised only half his caution and his *Zurückgehaltenheit* in discovering these mechanisms and in suggesting new lines of conduct to rectify these conditions, the situation might not be half so bad.

Jung's examination of the history and development of the ego seemed to reveal tendencies to introversion and extraversion. We are now told by some rather dogmatic theorizers and practitioners that introversion is a dangerous and rather unwholesome and unsocial if not anti-social condition. An introvert child is indeed a bundle of danger-in-potential. An extrovert, on the other hand, is a much more desirable sort of individual. And if only all of us could become maximum extraverts the millennium would surely be around the corner.

These three or four major streams of influence which have come into the field of applied psychology during the past decade, have left an indelible impress upon the philosophy, the technique and the objectives of social work and child guidance. The apotheosis of some of these tentative theories are clearly indicated in the writings of a number of tabloid-popularizers, one of whose books, Why We Misbehave, could more properly have been called Why We *Should* Misbehave.

The National Committee for Mental Hygiene, which deserves unmeasured commendation for the progress that mental hygiene has made in this country, will shortly, if not now, be confronted with the great danger of discredit that many may bring to the movement, first, because of a too ready acceptance of nicely sounding mechanisms, the truth of whose operations have not yet had the test of scientific validity; and second, because of a too ready following of one school of thought in mental hygiene, and the application of too fixed a methodology for the correction of supposedly dangerous and inimical behavior tendencies.

WE have been so busily engaged carrying over into practice these new-born interpretations of human behavior that we have failed to develop a constantly operating check upon our premises and upon our results. Our great handicap has been that a sound, well-balanced critique has been missing. In fact, those who have been inclined to raise a questioning voice have not had as ample an opportunity, as might have been made possible, to bring their thoughts to bear upon the situation. A glance through the Preliminary Announcement of the First International Congress on Mental Hygiene reveals no apparent place for a critique and an evaluation of mental hygiene processes, unless it is assumed to be inherent in the topics listed, which seem to deal exclusively with "applied" aspects.

If one may enumerate the outstanding dangers which now appear to threaten the healthy development of guidance and adjustment work, they are these:

1. Cocksureness: One of the blighting influences which may play considerable havoc in developing confidence in our work and in achieving substantial results, is an over-confidence in the perfection of our analytic processes, of our diagnostic procedure, and the conviction that our achievements in accomplishing modifications of human behavior are achievements which are lasting, desirable and beneficial.

2. Blind Faith in Tests: The reading of a clinical thermometer is not an end in itself, but is merely a means to aid in the interpretation of a considerable mass of other evidence, some of it secured by testing and a great deal more by question and by answer, and by understanding. This danger is particularly manifest among those who have not developed the "checks and balance" which seem to come only with experience and insight.

3. Human Standardization: It is inevitable that our personal notions of the ideal man or the ideal woman will more or less color our effort in accomplishing changes in the behavior of those who are supposedly out of adjustment. We must develop a tolerance for differences and for deviation. And we must develop some philosophy or some understanding regarding the kinds of differences, the kinds of deviation, the kinds of maladjustments and maladaptations which should be encouraged and developed, rather than cured and eliminated.

4. Loss of Faith in Ourselves: There is great danger in developing a tendency to discard faith in ourselves. On the basis of unquestionable evidence, we must accept the notion that we *are* possessed of consciousness, that we *can* will, that we *can* reason, that we *have* a moral nature, that all of us *have developed* some scale of moral values, and that through proper education, through the development of understanding we can accomplish not alone amazing changes within ourselves, but also similar amazing changes in others. Discussion to the contrary is purely academic. To assume that we are merely physiologic masses driven by impulse, by reflexes, conditioned, re-conditioned, or un-conditioned, and that this sums up the total of our present accomplishments and our ultimate possibilities is not only unfair to ourselves, but untrue to the facts.

5. Opposition to Self-Control: There is danger in

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

the increasing opposition to inhibitions, repressions, self-control, and the latent possibilities of conscience in the direction of human conduct. To inhibit a little bit is not dangerous, and to repress a little bit, and on ocasions, will also not make mental breakdown inevitable.

6. Wrong Underlying Philosophy: The danger in the development of a wrong philosophy underlying our work cannot be over-estimated. The intense materialism which characterizes almost every avenue of life today, is likely to color and determine the goals and the procedures in this vital field. Although it may be true that whatever exists can be measured, it is also true that everything that now exists is not yet measurable. It is neither scientific nor wise to assume that whatever is elusive is not real. What is now elusive may some day be described and evaluated in very definite material terms. In the meantime we cannot deny the existence and the operation of certain mental factors which as yet have not been brought to the light of day.

Are not these questions proper? Is the adjustor himself adjusted? If not, does the adjustor need adjusting? If so, who shall adjust the adjustor? All of us have grown and developed under conditions of repression, under conditions which have thwarted fundamental tendencies to behavior. Practically all of us have acquired warped personalities. Is it not legitimate to raise the question, Can a person who has lived and is still living in a world of distortions, create conditions of perfect linearity for another? Are we not taking too much for granted by way of finalities: regarding diagnostic procedures, regarding processes for affecting integration, regarding our capacity not alone to accomplish a change, but to judge whether this change is desirable and socially valuable?

As long as ignorance is enthroned, as long as intolerance is as common as it is, as long as materialism and its correlates are the test of all things that are good and true, as long as injustices such as now exist in the industrial-economic field, in the social realm, in the educational sphere continue, just so long must we contend with problems and difficulties in modifying human conduct which are almost insuperable.

Psychology and psychiatry, all that the mental hygiene movement implies in program and possibilities, have much to contribute to bring greater happiness to individuals and greater harmony in the social relationships between individuals. On the other hand, psychology and psychiatry will be terrifically handicapped unless together with their technique, together with their diagnostic procedures, together with their formulation of method to adjust and to integrate maladjusted individuals, there is also developed an understanding philosophy of life and a tolerance of certain kinds of deviation which should be encouraged rather than thwarted.

In the last analysis, is it not true that only as we break down those artificial social conditions which destroy human personality and distort the best that is in us, only as we bring the Kingdom of God on earth, only to that extent will we ever be able to bring the godlike man to a practical realization?

Two Hospitals for an Almshouse

By LUCY LAY

SEVEN years ago a county home which was a typical "poorhouse" with no more than twenty inmates cost Vance County, North Carolina, $7,000 a year. The "outside pauper list" increased the cost of poor relief to a total of $8,800. Today, a modern 22-bed county hospital serving annually more than 200 individuals, a tuberculosis hospital with a capacity of 14, the care of indigent Negro patients in the local Negro hospital, and the poor relief list, cost the county a sum which is no larger. The Aladdin-like transformation is the result of one woman's ability to analyze a situation, work out a solution and put it through with the cooperation of the whole county.

When Mrs. W. B. Waddill was made county superintendent of public welfare, in 1921, she had a conviction that although much can be done for the relief of the kind of persons who usually are found in county homes, there is little opportunity for constructive work with them. She wanted her county to use bricks and mortar in the way which would benefit the greatest part of the population and especially the younger part. She was in favor of cutting the corners on palliation and she had a vast enthusiasm for preventing the need for continued relief, through constructive help in time of accident and sickness.

Mrs. Waddill convinced the county officials that the inmates in the old county home could not receive proper care there. She made a study of relief cases and found that the important factor was practically always a health problem. On the basis of her arguments and findings the officials decided that Vance County should have a new county home, not an elaborate plant, but simple in design, construction and furnishing and so designed that with only a few changes Mrs. Waddill could accomplish her ultimate aim of turning the institution into a county hospital.

According to Roy M. Brown, of the Institute for Research in Social Science of the University of North Carolina, who was then head of the division of institutions of the State Board of Charities and Public Welfare, "no county or state that has recently built a new county home has got more for its money than Vance." The building, planned by Eric Flannagan, with accommodations for twenty-five people, each in separate rooms, and modern in every detail, was built for $30,000. Under Mrs. Waddill's supervision it was comfortably and attractively furnished at a cost of $1,000.

Having made the initial change, Mrs. Waddill set to work to effect her purpose. She had another conviction, which her experiences have fully justified—that the aged are far happier if they are not forced to spend their last days in an institution.

When the new county hospital (for so it was called from the start) opened its doors there were twenty-five inmates. Today there are only two "chronics" in the special ward. They are really in need of hospital care. The rest of the building is devoted to hospital patients of all ages in need of temporary care.

Vance County is a small rural county. Mrs. Waddill reduced the group of inmates in the institution largely by

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

discovering resources within their families. In some cases relatives were located who were perfectly willing to accept their responsibility. In other cases, the former inmates were placed in private homes, and a small sum was given for their support. Under this system the amount spent for poor relief has steadily decreased. In 1921 it was $1,800; in 1928, $750, while the number of beneficiaries declined from 50 to 15. More and more the giving of outside relief is looked upon as a temporary measure, to be utilized for emergencies.

Mrs. Waddill rarely has an application for admission to the county hospital, except when there is a real problem in relation to health. Vance County understands what the county superintendent of welfare is trying to do because she is so sensible and reasonable. She has indulged in no theory which has not brought results.

Working in close cooperation with the county health department, Mrs. Waddill has found many opportunities for the hospital to be of value to the community. It has been used for clinics for crippled children, for tonsil and adenoid work, for a tuberculosis clinic and for general medical care. When the county experienced a serious epidemic the hospital proved of great help.

The superintendent is a trained nurse and there are two undergraduate nurses and three pupil nurses engaged in a year's practical training. In a well-equipped little laboratory the routine tests are made, and the charts of the patients hang in a precise row. The operating room and the sterilizing room are tiled in white. The machine for administering ether was proudly displayed as "the latest model," recommended and selected by one of the leading doctors.

By centralizing the free medical service of the county, the small staff of the hospital can do effective work. About two hundred persons were given care during the year at the hospital, more than one-fourth of them children. Forty-five major operations and five minor operations were performed. In addition the staff provided 375 outside services through out-patient work.

The per capita cost of the county hospital is $2.17 a day. For the last several years it has received help from the Duke Endowment from which it draws one dollar a day for indigent cases. However, before the Duke Endowment gave this help, it was found that the cost of operating the new institution was just one-half that of operating the old home.

The little county hospital is the nucleus for a group of county buildings which now includes a county tuberculosis hospital and the county prison camp. The honor prisoners from the camp serve as orderlies and do much of the work at the two hospitals. Judged by the shining appearance of the buildings and the neatness of the grounds, they take rightful pride in their work. Food for both hospitals is prepared in a central kitchen, lessening overhead expense.

The successful conduct of the county hospital led a Vance County citizen to give to the county a tuberculosis hospital with a capacity of fourteen patients. This was built on an adjoining tract of land given by the county according to plans laid out by the architect for the county hospital after a study of the most modern tuberculosis hospitals. It fills a great need in the county, as the state tuberculosis sanatorium is taxed to capacity. The nursing force in this building is especially trained in tuberculosis work.

Just before the Parker Sanatorium was opened a survey was made to discover the cases which should receive care, and a clinic was conducted at the county hospital by officials from the state tuberculosis sanatorium at which 115 adults were examined and 315 children who had been in contact with cases of tuberculosis or were underweight. Several active cases were taken under care, while "probable" cases were placed under supervision with a special diet.

The Negro charity cases of the county are cared for in the local Negro hospital, which has been enlarged to provide a ward for tuberculosis as well as a general service so that there is provision for all types of patients within the county.

"Our experience teaches us that the aged are far happier if they are not forced to spend their last days in an institution; that it is economical to care for the indigent sick in an efficient way; and that with our new program, it seems that the pauper class in our county is decreasing," Mrs. Waddill declares in summing up the change.

"It may be that the epoch-making step in poor relief in North Carolina is to be found in the experiment now being made in Vance County," Roy M. Brown reported in his study of public poor relief in North Carolina.

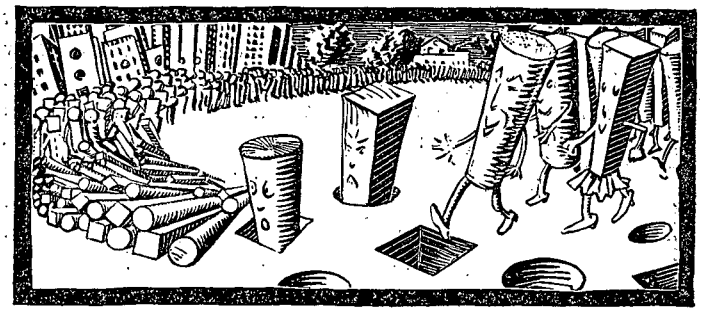
ODE

Written by Poor Slave of Social Worker in Disappointment at Having to Forego Avignon and Carcassonne in Favor of Visiting Polish Family on Edge of Town

I have a feeling that the Spring to me this year
Will come with concentrated sweetness,
For having been deprived of Beauty's form so long
And made perforce to labor in mud flats
Consisting solely of black sooty slime
Bepunctured here and there with rotting cabbage stalks,
With paths from shack to yard made out of
Skidding lumber slabs that sink and disappear
When strangers' feet upon them tread.
The zero-hour of the year now having come
I cannot help but wonder what the Spring
Will do to desolation such as this.

—*Beth Roberts*

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED



SOCIAL PRACTICE

Roads to New York

WHEN times are good, homeless men come to New York to look for jobs; when they are bad, they hope to find a handout in the big town. The homeless man, who used to be a creature of the frontier, now is likely to be found in the city. So believes the Committee on Care of Homeless, representing the principal family welfare agencies in New York, which recommended to the Welfare Council that a special study be made. The study has been undertaken by the council in cooperation with the Association for Improving the Condition of the Poor, Catholic Charities, Charity Organization Society, Jewish Social Service Association, Salvation Army, Y.M.C.A., and Municipal Lodging House. Edwin G. Eklund, formerly director of the Springfield, Ill., Council of Social Agencies is in charge of it. This "work study," according to the council's announcements, will be of "men and methods" rather than "figures and records." It will involve an effort to rehabilitate a selected group of homeless men, analyzing the men themselves, the factors that made them homeless, and the nature and extent of rehabilitation possible.

The Welfare Council recently called an emergency conference of public officials, health authorities, and representatives of social agencies, to consider the plight of 150,000 Porto Ricans in New York City whose troubles are an immediate concern of the social agencies. Through New York nutritionists, a group including nutrition workers of health and social agencies, a series of conferences and articles on food have been arranged in cooperation with a Porto Rican weekly paper. Despite the wretched circumstances in New York, few Porto Ricans return to their native island, which is equally poverty-stricken if less unhealthful, and as American citizens they are not governed by the immigration act.

Cleveland's Four Horses

"FIVE years ago," writes Raymond Clapp, director of the Cleveland Welfare Federation, "Cleveland woke up to the fact that the job of pulling the social work load was one for a four-horse team, whereas Cleveland had been treating it as a one-horse proposition. In other words there are four major sources of income for social and health work—taxes, endowments, contributions and earnings, while Cleveland had been thinking of the problem as one dependent almost entirely upon contributions through the Community Fund."

From 1924 to 1929 Cleveland's total expenditures through social and health agencies increased by practically $3,000,000. The largest share of the annual increase, 37 per cent, has been gained from earnings. Taxes come next, with 30 per cent additional in their annual share, though this period has been one of restrictive tax limitations, the public authorities have assumed increased support especially in the fields of mothers' pensions, in the care of dependent children, in public health nursing, school health services and playgrounds. Contributions account for 13 per cent of the average annual increase, and increased endowments for 20 per cent of the gain, with other large amounts, already given but not yet available, still to come in during the next year. "The increase in endowment incomes," Mr. Clapp comments, "should be convincing evidence of the fallacy of the prediction that the community chest plan discourages endowment." The whole compilation, he believes, is evidence "that it is possible to make very considerable progress in increasing the total resources of social agencies from sources other than the community chest .... That a yearly gain of this amount is possible, with less than one-seventh of it from contributions, is convincing proof of the importance of encouraging the other three horses of our team to carry their share. This simple summary of a city's experience should show that the progress of social work is not dependent on any one or two of our four-horse team. It is another story, of course, as to whether they are all pulling in the same direction and as to whether that direction is forward or sidewise."

The $15,364,000 available in 1929 for the social and health agencies of Cleveland comprised $5,746,000, or 37 per cent, from earnings (including hospital earnings); $4,347,000, or 28 per cent, from contributions through the community chest and other sources; $3,588,000 or 24 per cent from tax funds; and $2,683,000, or 11 per cent, from endowment.

Pennies and Pounds

WITH a desire to measure that intangible objective, the efficiency of its family case work, the Atlanta (Georgia) Family Welfare Society decided last year that one way was to say it with scales, since the average growth of a family's children may be considered one index of the family's health, standards and rehabilitation. The children in colored families were selected for study, and Mildred S. Manson, director of health education of the Atlanta Tuberculosis Association, which employed a similar technique, was invited to instruct the five Negro case workers in accurate weighing and record-keeping. About a third of the 453 children studied were found to be seriously underweight, and in turn became the subject of special medical study, with re-weighings whenever possible as a check. Five children who continued to lose weight were found to be tuberculosis contacts, and are under observation in a clinic. In other families, the weight records resulted in the society's increasing the food allowance, giving additional rent allowance to permit the family to move to better quarters, or making other social and medical adjustments. On the other hand, requests for additional food allowances were refused to families whose children were well up in weight and seemed to be doing well, while these clients, confronted with the concrete evidence of pounds, accepted the workers' decision that the money was needed more by others. "Since the ideal routine of arranging thorough laboratory tests and physical examinations of all children under care is at present beyond the powers of the organization," writes Miss Manson, "it is certainly a definite step, or perhaps several steps, in the right direction to focus attention on the most outstanding needs. Both workers and supervisors are thrilled with this check on their case work."

Compiling Crime

A MILESTONE toward more adequate understanding of crime has been erected by the Committee on Uniform Crime Records with the start of their regular monthly publication, Uniform Crime Reports. As a result of the activity of this committee of the International Association of Chiefs of Police, the area covered by the reports they are compiling included up to the issuance of the February bulletin a total population of more than 31,000,000. For the present the records include "offenses known to the police," comprising, according to the uniform classification of offenses, seven classes of grave

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

offenses believed to be the most generally and completely reported and hence a satisfactory index to the volume, geographic distribution and fluctuation of crime. The reports are submitted voluntarily by the heads of municipal police departments. At a later date annual compilations of persons charged with crime, and data from rural districts will be collected. Copies of Uniform Crime Reports, may be obtained without charge from the Committee on Uniform Crime Records, Bruce Smith, director, 261 Broadway, New York City.

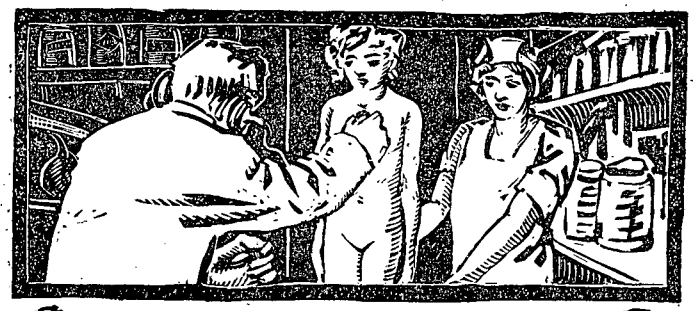
Saving Money or People?

IF correction is made for the lesser number of days in the month, February outstripped January in its burden of public and private relief, according to the figures assembled currently by the Russell Sage Foundation from 77 cities (see The Survey, April 15, page 86). March apparently came in like a lion, but at this printing figures are not yet available to show whether or not it continued to roar all month. How great the winter's burden on the social agencies has been comparatively is shown by a statement from the Family Welfare Association of America, reporting on its member agencies in 54 cities where January had seen an 100 per cent increase in the amount spent for the immediate relief of distress in contrast with the same month of 1929. So far the Worcester (Massachusetts) Children's Friend Society wins our vote for finding a cheerful and vivid way to tie up its long-range aims with hard times. The inside front cover of a leaflet recently sent out asserts boldly:

This year we must economize
Let's begin by *saving boys!*

Land of the Cape and the Cod

FLAMING youth would not seem to be an invention of the post-prohibition period according to the just-issued annual report of the Children's Aid Association of Boston, which notes that a century ago a thirteen-year-old girl was sentenced as a common drunkard. Dramatizing the tercentenary of Massachusetts Bay in terms of child care, the report finds the use of foster-homes seems to be about as old as the colony itself, for in 1643 there is reference to a "committee about the children," appointed under an earlier statute, "to dispose of them, call for their beds and see that satisfaction be procured and paid in." At that time one of the capital laws provided for the penalty of death for stubborn and delinquent children; even two hundred years later five-year-old children were sent to the reformatory on charges of vagrancy and pilfering. Along this long road there were brighter spots: establishment in 1800 of the Boston Female Asylum, later the Boston Society for Girls and now part of the Children's Aid Association; enactment of the first American adoption law in 1851; the first recognition of probation in 1878; the drafting of juvenile delinquency laws in 1906, and establishment of Boston Juvenile Court the same year. Massachusetts is celebrating its tercentenary, among other ways, by appointing a commission to study the needs of children and recommend changes in antiquated measures, among them the adoption law and care of truant children.



HEALTH

The Toll of Industry

HOW heavy a toll of life industry exacts from workers is shown in a study, Causes of Death by Occupation, by Louis I. Dublin and Robert J. Vane of the Metropolitan Life Insurance Company, recently published as Bulletin 507 of the federal Bureau of Labor Statistics. The study covers the experience of some three and a quarter million industrial policyholders from 1922-1924. Age for age, the authors point out, the death rates of industrial policyholders run from one and one-half to more than two times the rates of policyholders in the ordinary department of the same company, the latter composed largely of professional, clerical and commercial classes. At the age of 20, the industrial policyholder has a life expectancy of 42 years, that is, he may expect to reach age 62; the non-industrial worker engaged in non-hazardous occupations may expect to attain 69, or seven additional years. Death rates from tuberculosis are from two and one-half to four times higher in the industrial group than in the non-industrial, age for age; the hazard of accident and pneumonia is twice as great; the degenerative diseases, such as cerebral hemorrhage, nephritis, and organic heart diseases, two or three times more deadly. There has been a gratifying improvement in mortality rates for this industrial group during the past twenty years, but the relatively high rates which still obtain point the way to further needed reforms. The authors believe that while heredity and innate differences are responsible for part of the differences, "probably the most important factors are the conditions incidental to industrial employment, including deleterious dusts, excessive fatigue, bad posture, crowded workrooms, dampness, extreme changes of temperature, and sometimes specific occupational poisoning." They point out that it is significant that within the industrial group itself, the death rates of men are far higher than those of wives and sisters in the same economic class except at ages 15 to 24, when the proportion of women in industrial occupations is at its height. "After this age the large majority of these women become housewives and we notice a much lower rate of mortality for them in each succeeding age period than for men. This, we think, is largely traceable to the absence of industrial hazard in the lives of most women."

Middle-Class Medical Care

NEW evidence of the financial straits to which illness drives middle-class families comes in a report of the personal loan department of the National City Bank in New York made at a recent meeting of the Eastern Regional Savings Conference of the American Bankers Association. Borrowers from this department must be at least 21 years old and regularly employed; the greatest number (22 per cent) are clerical employes, followed by salesmen, public employes, department heads, mechanics, and so on down to small groups of professional people; the average amount borrowed is about $350. Of the $40,000,000 lent during the first twenty months of this service,

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

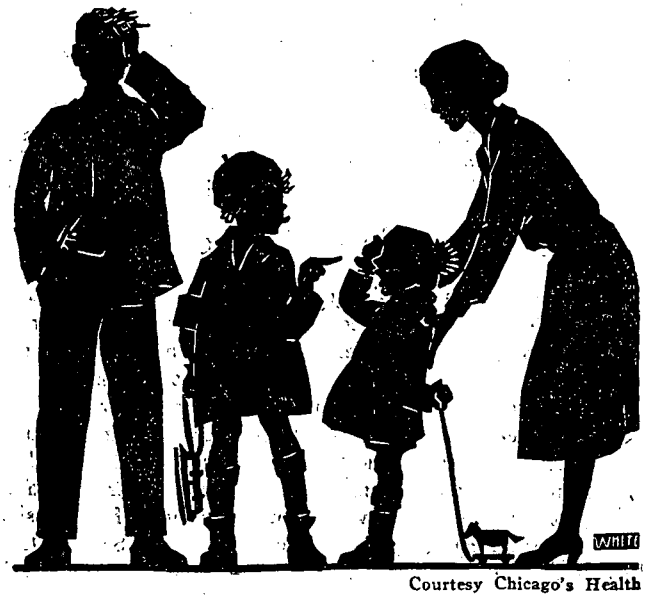
$12,000,000 "was made available in cash to doctors, dentists, and hospitals," according to Roger Steffan, vice-president, "on behalf of patients who otherwise might have had to forego proper care, who might have had to ask for charity, or else delay payment altogether."

To the group of New York hospitals which have recently announced plans for moderate-priced service (see The Survey, April 1, 1939, page 30) must be added Mt. Sinai Hospital, which has begun a ten-story unit entirely for this service, to be ready for use within a year. The Henry Street Visiting Nurse Service has recently announced an "appointment service" which will be self-supporting and permit people sick at home to get skilled nursing for from one to four hours a day at $2 for the first hour and 50 cents for each additional hour. To encourage preventive work in private practice, Dr. Shirley W. Wynne, health commissioner of New York, has announced that a plan will soon be presented in agreement with the five medical societies and the Academy of Medicine whereby private physicians will be asked to agree voluntarily to set fixed fees for middle-class patients for office visits for the examination of well babies, vaccination, diphtheria immunization, periodic health examinations and the like. The names of physicians agreeing to the plan would be listed in a health department information bureau open to the public.

Multiplying Mental Hygiene

SOME of the general interest aroused during the past weeks by the First International Congress of Mental Hygiene in Washington may find an effective educational outlet in the mental hygiene institute to be conducted by the Connecticut State Department of Health, June 30-July 19, at Connecticut College, New London. A program combining recreation and sixty-five hours of lectures and seminars has been arranged for social workers, teachers, visiting nurses, probation officers and other interested persons with sufficient educational background. Living expenses for three weeks are $75, and there is no tuition fee. For further details address Dr. James L. McCartney, chief division of mental hygiene, Connecticut State Department of Health, New Haven, Conn.

On May 1 the National Committee for Mental Hygiene and the New York City Committee on Mental Hygiene started a nation-wide study of methods of ways to get a public understanding of this new and popular subject to encourage effective prevention, care and treatment of mental ailments, and discourage ineffective or even fraudulent schemes which are trying to take advantage of the general interest. The study, undertaken at the request of the United Parents' Association, will be supervised by Dr. George K. Pratt and Dr. Vernon C. Branham, and conducted by Grace O'Neill, executive secretary of the New York City Committee (a branch of the State Charities Aid Association) and a research worker. The committees will undertake to determine the relative effectiveness of the various methods of reaching the public, and by selecting those which are soundest, to give impetus to the educational phases of mental hygiene and circumvent quacks and charlatans.



Courtesy Chicago's Health

The Emotional Life of a Child

The Luxury of Children

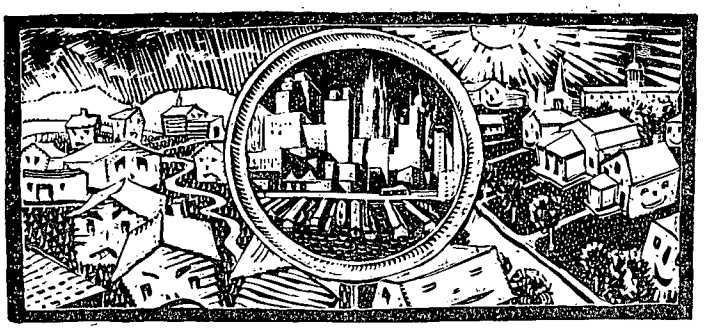
DURING the past two years the number of birth control clinics in this country has doubled, according to a report made at the recent annual meeting of the Committee on Maternal Health at the New York Academy of Medicine. There are now fifty-five centers in this country where organized contraceptive advice and information may be obtained, located in twenty-three cities of twelve states. "Increased power per capita diminishes the necessity for superabundant man power," Dr. Haven Emerson told the meeting. "Many children, formerly a necessity for race preservation, are now a luxury and a hazard. Not the offspring, but the complete three-generation family is the present social ideal. Hygiene and sanitation may prove ruthless destroyers of civilization if they are not matched with wisdom, self-restraint and courage. Saving the lives of infants is of little avail *per se* unless each child has the full strength and length of life of its own mother until it is ready for the great adventure of its own marriage. The birth control clinic has become a center for general health purposes by its examination and follow-up system."

Yet despite the painstaking professional work and responsible backing of the clinics, the public discussion of birth control as a social measure is still hampered. Following the refusal of the National Broadcasting Company to give a place on the air to the National Birth Control Conference, the American Birth Control League sent out letters to 115 broadcasting stations, including 29 operated by universities and colleges, asking for time for a speech or a debate and making it clear that no contraceptive information would be given. Only 27 replies were obtained, of which two were affirmative, 6 indefinitely favorable, and 17 downright refusals. The legislative secretary of the league has been unable to find a member of the New York legislature willing to introduce a bill to enable physicians in this state to give contraceptive information to married persons for reasons other than the cure or prevention of disease, though the New York East Conference of the Methodist Episcopal Church has favored unanimously such changes of the law in New York and Connecticut, and the bill itself has been endorsed by the League of Women Voters, the City Federation of Women's Clubs, and 36 other civic organizations. A poll of 5,000 doctors chosen at random from the New York State Medical Directory favored removal of all legal restrictions by four to one, while a similar poll of teachers in medical schools showed nine to one in favor of removing restrictions.

Examine the Bus Driver

THAT bus drivers should be required to have as careful physical examinations as locomotive engineers, ship captains or airplane pilots is the modern suggestion advanced by the Illinois State Department of Health. As they hurtle along hard roads at forty or sixty miles an hour, these drivers carry, the department believes, far more complete responsibility for their passengers' safety than do those who travel on fixed rails, or uncluttered water. A number of internal ailments may cause temporary visual ailments or errors in judgment that are disastrous if they occur at an inopportune moment. At the present time more than 20,000 passenger motor buses are pounding the highways of Illinois, carrying tens of thousands of passengers.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED



COMMUNITIES

Preserving the Northwest

REGIONAL planning has now overstepped national boundaries—as is evidenced by the recent second annual conference of the Pacific Northwest Association of Planning Commissions at which eighteen officials, representing as many commissions in Washington and Oregon in the United States and the Canadian provinces of Alberta and British Columbia, were present. The keynote of the meeting which received general approval was expressed by one of the speakers who emphasized the fact that since the grandeur and the scenic beauty of the Northwest does not stop at either national boundary, there is urgent need for cooperation between the districts in both countries to conserve these natural resources, as well as to make them more accessible to the general public. Pointing out that the aesthetic is but one aspect of the question, a more practical-minded member stressed the beneficial effect on commerce and tourist travel of a well-conceived and well-administered international program. One of the most important recommendations was, therefore, the establishment of a Regional Planning Commission authorized to function and carry on a unified plan year after year of changing governmental officials. A timely warning was sounded to bear in mind that planning problems are today usually the result of past failure to grasp opportunities while they were still opportunities, a condition which fortunately has not arisen to an alarming extent in the Northwest region. Major General Robert Alexander, president of the Planning Commission of Tacoma, Washington, was elected president of this international association.

Social Workers and City Planners

NOW that the importance of housing has come to be recognized by most city planners, one of the greatest existing obstacles—outside of the "selfish" interests—to the attainment of better housing in this country is the reluctance with which cities admit their housing evils, to say nothing of the timidity with which they use the power they have to correct such evils. Many authorities echo this sentiment of Benjamin H. Ritter, executive secretary of the Pennsylvania Housing and Town Planning Association, expressed at the recent fifth annual conference of the Pennsylvania Association of Planning Commissions. "How often," asks Mr. Ritter, "do we hear it said, 'There are no slums in this city; we have practically no housing problems; nobody complains about conditions here. Don't forget this is not an industrial city like Baltimore or Cleveland.'" Usually the only "difference" is that people do not see themselves—or their city—as others more detached or with a more scientific approach do. At this point Mr. Ritter suggests city planners would do well to enlist the cooperation of other professions—social workers, teachers, doctors, etc., to help them educate the public and to supplement the data necessary to give these ill-informed doubting Thomases a true picture of their own beloved cities. Mr. Ritter's words are worth quoting:

As planning commissioners you will want to know what the actual conditions are and how they are affecting people, before attempting to relieve the situation. If you are to correct the errors of the past you must have a clear picture of what these errors are. The city pictured by the artist or architect will not serve for this purpose. It might be well to call in the welfare agencies, the community chest executives, the health officers and the visiting nurse association and ask them to draw a picture of the city for you, including all the dark spots they have found. Ask the highschool principal to point out the location of the homes of the children who fail to go through school. Ask the truant officer to point out his most troublesome districts. Have a committee appointed to list all the nuisance sections of the city. Have a survey prepared showing the location and number of children that habitually play in the street, because they have no front yards or back yards in which to play. Ask the doctors and hospitals to supply a list of homes where most of the preventable diseases develop. Have spot maps prepared showing the location of all open vaults and cesspools of the city, and check these against the report of the doctors.

In other words, as members of those professions who have direct contact with the masses, as repositories of basic facts, so to speak, social workers et al are in a position to do much to make a real contribution toward the application of the principles of city planning. To Mr. Ritter's suggestion that city planners approach these groups might be added the suggestion already put into execution in several cities that all agencies whose activities put them in touch with housing conditions form a central organization to study the problem. Although their primary activity be in another field, such an organization, without usurping the function of the planners, would serve as an intelligent and helpful cooperating agency.

The Other Side of Chicago

THE OUTER DRIVE OF CHICAGO is the title of a book lately issued by the Chicago Plan Commission. Although it is almost completely composed of transcripts of documents of one sort or another, or drawings that strike the imagination of the engineer rather than the layman, yet all who read it must of necessity feel a thrill, for it tells the history of the final chapter in Chicago's wonderful lake shore development. Lincoln Park, which extends for miles along Lake Michigan on the north starting just above the Chicago River, is soon to be connected with Grant Park which skirts along the lake a few blocks to the south. Thanks to the untiring efforts of the Chicago Plan Commission, the Lincoln Park Commission and the South Park Commission have agreed to assume the financial obligations involved and construct the connecting link, a 140-foot elevated road with a 100-foot pavement, crossing the mouth of the Chicago River on a 108-foot bascule bridge with two 38-foot pavements. Prosaic figures, perhaps, but with the completion of this project, in all probability in May, 1931, it will be possible to drive the entire length of the city of Chicago and far into the suburbs not only without once entering the crowded portions of the metropolis but always along the beautiful Lake Shore Drive.

"Make No Little Plans"

NO child should live more than a quarter of a mile from a small playground. Complete recreation facilities should be within easy access of all citizens, young and old. The planning commission of the city of Denver has accepted these rather

Courtesy Playground and Recreation Association of America

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

radical premises as basic theories, and in so doing has written a significant chapter in planning history.

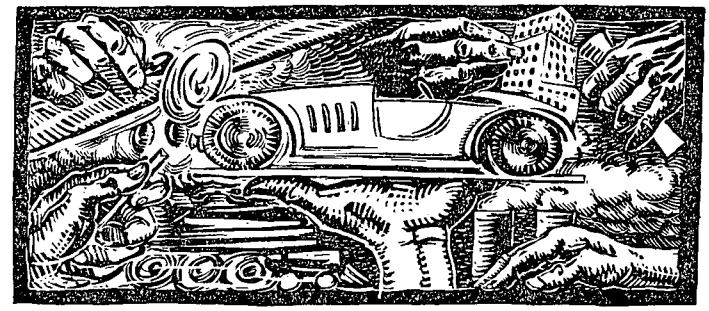
During the summer of 1928 a survey of actual conditions showed that of 4,477 children in attendance at playgrounds, 71 per cent lived within a quarter-mile radius, demonstrating that children usually do not go more than a quarter of a mile from their homes. Besides this factual evidence the consideration that small children should not be permitted to travel a greater distance than that from their homes because of street dangers, led the Denver planning commission to formulate its recreational recommendations. When in March, 1929, the Denver plan was first tentatively published, its playground program elicited rather widespread criticism from a number of professional planners who regarded it as too bold. However, the Denver commission stood by its guns and refused to modify the plan. In the final plan 293 small children's playgrounds have been spotted over the face of the city in such fashion that the quarter-mile service-radii of these playgrounds will reach every home in the city. In addition, 33 central district playgrounds to care for the recreation needs of both children and adults are planned in such fashion that when established no one will live more than three-quarters of a mile from a recreation center.

Actual carrying out of the plan is already under way, a number of small playgrounds having already been established. Future generations of Denver's children will be grateful to the vision of the present planning commission, but of even greater significance is the commission's claim that the adoption of its plan has caused a number of city planners elsewhere to widen the scope of their proposals, among others Charles Elliott, II, who has stated that the principle underlying the Denver Plan has given him courage to propose larger acquisition of park and play space for the national capital.

Our "Dreadful Thud"

"A DREADFUL THUD," says John Erskine, "unfortunately is the characteristic sound of our cultural life." This thud is the dropping of musical interests which, he says, develop seriously in highschool days and are crowded out by more "important" affairs in adult life. The Playground and Recreation Association of America (315 Fourth Avenue, New York City) has reprinted two addresses on music as a recreational activity, delivered at the recreation congress in Louisville last October by Mr. Erskine, who is director of the Juilliard Foundation, and by Augustus D. Zanzig, director of the association's national music study. To be a real recreational *activity*, says Mr. Zanzig, music cannot be listened to over radio or victrola or even in the concert hall, "but true amateur music-making . . . aimed at experience of the music itself, as music." And "amateur" is used not in its popular connotation of "poor" but as something done for the enjoyment of the performer without thought of audience or compensation. It must be *excellent* music to maintain a lasting interest and, except for the occasional potential virtuoso, it is best carried on in groups with a competent coach—choral societies, orchestras, or the less cumbersome stringed quartette. Our present problem is to prevent the "dreadful thud" by encouraging amateur organizations to carry over the musical interests of school days into adult life, for it is out of such general amateur activity that "golden ages" in the arts arise. Mr. Erskine concludes: "It is a question of education, that truer kind which comes from our collaboration with our neighbors."

In the September 15, 1929, issue of The Survey, Bruno Lasker told of the findings of the Welfare Council's survey of music in 38 settlements in New York City. Those interested in these democratic agencies of musical education, may obtain the full printed report by Frances McElwee McFarland, from the Welfare Council, 151 Fifth Avenue, New York City; price 50c.



INDUSTRY

For Migratory Child Workers

YOUNG workers in New Jersey cranberry bogs, on Pennsylvania truck farms, in Maryland and Delaware canneries have long been a problem to state labor officials, social workers and school authorities. In many instances the children are exploited, and in practically all cases their education suffers grievously because the youngsters are kept out of school many months each year to "follow the crops." The fact that the child workers are usually non-residents of the state where they are employed has complicated the situation. Recently a joint legislative committee to draft uniform legislation for the protection of these migrant child workers was appointed by a conference of representatives from Delaware, New Jersey, Pennsylvania and Maryland, held in Baltimore. The committee is composed of four members from each state representing the state departments of labor and education, civic and welfare organizations and interested employers. The conference was called to deal with the child-labor and educational problems caused by the migration of children from other states in search of seasonal employment. One of the most important of its recommendations was that canneries be brought under the child-labor laws. An effort will be made in 1931 to introduce bills for this purpose in the legislatures of the four states. The New Jersey legislature has directed a commission to study the problem of migrant child workers in that state and report next year.

Immigrant Women and Their Jobs

HOW women from the Old World become wage-earners in this country is told in Bulletin 74 of the Women's Bureau (The Immigrant Woman and Her Job. Superintendent of Documents, Washington, D. C. Price 30 cents). The bulletin is based on a study of 2,100 immigrant women in Philadelphia and the Lehigh Valley. In the Lehigh Valley, practically all the 1,026 women interviewed were working in cigar factories and in textile mills. The 1,120 Philadelphia women were scattered through many industries, the largest groups in the textile and clothing trades. Thirty nationalities were represented by the 2,100 women, the great majority of whom came from southeastern Europe. Three-fifths of the women were able to speak English, though many of them spoke it brokenly. Less than one-third of the entire group could read English and fewer still could write it.

"Have to like it—it's daily bread," was the attitude of the majority of the women toward their jobs. Most of them had gone into their work blindly, often through a friend. The median weekly wage for the Philadelphia women was $15.35, and $16.75 in the Lehigh Valley.

Of the 1,900 women reporting on their family situation, half were wives and mothers, one in seven, wives but not mothers, and the same proportion were widows with children. Three-fourths of the families had children under 16 years of age. The

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

average number of children was 2.6 per mother, and more than two-fifths of the mothers had at least three.

The bulletin, written by Caroline Manning, who directed the inquiry, is unusually well arranged, and contains a great many first-hand stories and revealing quotations from the interviews on which the study is based.

The I.R.I. and Rationalization

OUT of the first-hand experience of management, labor and social workers in this country and abroad, the International Industrial Relations Association has brought together a symposium of views and techniques of industrial relations under scientific management. (Rational Organization and Industrial Relations. Room 600, Russell Sage Foundation, 130 East 22 Street, New York. Price, $1.50, postpaid.) This handbook, of some 250 pages, is largely made up of material presented before the 1929 discussion meeting of the organization. Among the subjects considered by the various contributors are: what is a rationally organized industry? groups as fundamental factors in industrial relations; labor's participation in a rationally organized industry; personnel policy and procedure; rational organization as an element in the evolution of economic life. There is a concluding summary by Mary Van Kleeck, vice-president of the I.R.I., and director of industrial studies of the Russell Sage Foundation.

Studies of Unemployment

UNEMPLOYMENT is the focus of research projects and investigations in many localities at this time, and a dozen of the more important researches and community programs were represented at a conference on inquiry into employment and unemployment recently held at the Social Science Research Council offices in New York City. It was brought out at this meeting that study of unemployment problems is going forward under community or academic auspices in Philadelphia, Cincinnati, Dayton, Pittsburgh, New Haven, Chicago, St. Paul and Minneapolis, as well as in other cities. Plans are being made for a comprehensive employment survey on the Pacific Coast. Among cities which have recently completed censuses of unemployment are Baltimore, Philadelphia, Cincinnati and Buffalo. Several other cities are planning them. Investigations of employment offices and the standards for their operation are in progress in New York, Chicago, Detroit, Philadelphia and elsewhere.

The council is seeking information regarding studies in this and in related fields in an attempt to promote and coordinate scattered research activities. Technical advice for those planning and conducting research is available through the council. The council requests that information about local fact-finding plans and investigations be reported to Meredith B. Givens, special research secretary, Social Science Research Council, 230 Park Avenue, New York.

Consumers View the Canneries

BASED on the experience of two trained investigators who went into the industry as wage earners last summer, the New York Consumers' League has published a report on the state's canneries that is as significant from the consumers' as from the workers' standpoint. (Behind the Scenes in Canneries. Consumers' League of New York. 150 Fifth Avenue, New York. Price, 25 cents.) The present inquiry shows an encouraging decrease in the number of children employed, but a widespread violation of the law on hours and sanitation in the canneries of New York, the second most important state in the country in the number of persons engaged in this industry. Many of the women, it was found, work in open sheds, unprotected from rain or cold. They are forced to stand for hours on wet floors, and "in some occupations they are wet to the skin because of dripping belts and tables." They are seldom provided with suitable seats. Much of the equipment is antiquated and out of repair, causing unnecessary fatigue, and frequently headache and nausea from eye strain due to "jiggling" belts. Old-fashioned employment methods were found to prevail. The investigators did not have access to payrolls, but by interview they secured the wage rates of more than 400 workers. Of these, 264 were paid 20 cents an hour, 20 received 22½ cents, 116 got 25 cents and 12, 30 cents.

Courtesy U. S. Women's Bureau

Largely because of fatigue, due to bad conditions and overwork, the report points out, the standard of efficiency among the women workers is low. "The number of 'iron' beans they let go over the belt is fierce," one fellow-worker told an investigator. "Many defective cherries went into the conveyor." "Get all you can," a superintendent told a group of wax bean sorters, "And let the rest go."

The study describes the housing conditions of many of these food packers who are brought into the canning communities "from outside." Two or three small, dark rooms, inadequate and unsanitary toilets, no provision for bathing or for washing clothes, accumulations of garbage, flies, ancient, peeling whitewash—these are some of the unpleasant details cited.

In a foreword Mary Dewson, president of the league, states:

> It is welcome news, as this report is ready for publication, to learn that the New York Canners' Association at its annual meeting agreed to cooperate with the State Department of Labor in giving attention day by day to the problems of overtime in order to work out some scientific solution of this vexing question and to ask its members to abide strictly by the provisions of the child labor and safety laws.

Changes recommended by the report to increase the efficiency of the industry as well as to safeguard the workers include: better equipment, adequate seating, rest periods, noise abatement, protection from wind, rain and wet floors, decent housing for immigrant workers.

Middle-Aged Workers

A BULLETIN, frankly partisan, has been issued by California's Department of Industrial Relations, based on "a study of the problem of men and women in the state who find themselves jobless because of their ages and in spite of their mental and physical ability to perform useful labor." It is offered, a foreword states, "with a view to enlisting the cooperation of California employers of labor against adopting employment policies based solely upon the employe's age." (Middle Aged and Older Workers. California State Printing Office, Sacramento.)

Discussion of the problem from management's standpoint is made available through the publication in pamphlet form of two papers read before the recent Personnel Administration Conference held in Cleveland by the American Management Association (20 Vesey Street, New York). Relation of Maximum Hiring Ages to the Distribution of Employes was discussed by Murray W. Latimer of Industrial Relations Counselors, Inc. Elliott Dunlap Smith, professor of industrial engineering at Yale, offers an answer to the question, What Are the Psychological Factors of Obsolescence of Workers in Middle Age? The pamphlets are published as Numbers 3 and 9 respectively of the association's personnel series.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

EDUCATION

The Newer Arts of Teaching

THE opportunities and responsibilities of teachers in the "new schools" was, perhaps, the most challenging theme at the recent Progressive Education Conference in Washington. This tenth meeting of the organization was the largest and, educationally, the most significant that it has so far held.

Recent developments in progressive school philosophy and method were expressed in the formal addresses and also in round table discussion. Among the subjects canvassed were: character as an end and as a process; how can spiritual values be given their right place in school? the function of drill; the junior college; educational procedure in camp life; in how far shall the curriculum be based on children's interests and in how far on teachers' judgment?

The speakers repeatedly stressed the need for experienced teachers capable of applying the newer educational theories to such concrete matters as teaching the "three r's," and who are themselves sufficiently mature to guide modern children to "think while they grow."

The recent affiliation of the Progressive Education Association with the New Era Fellowship was marked by an international luncheon, at which Beatrice Ensor of London was one of the chief speakers.

At the annual business meeting, Burton F. Fowler was elected president of the organization, and Francis M. Froelicher editor of Progressive Education. The May issue of the journal will be devoted in large part to the conference papers and to summaries of the group discussion. A week-end meeting of the executive board was held at Vassar College following the conference to outline plans and objectives for the next five years.

Meet the Schoolma'am

IT is rather a depressing picture, from the educational point of view, that Teachers' College, Columbia University, exhibits in a report, Social Background and Activities of Teachers' College Students, based on a survey conducted in training schools throughout the country under the direction of M'Ledge Moffett, dean of women at Virginia State Teachers' College. The American teacher, according to this survey, likes motion pictures better than the drama, prefers musical comedies to grand opera, and chooses popular magazines and novels in preference to any other form of reading matter. She is a representative of lower middle-class society, her father being manager of a small business, a skilled workman or a farmer, and her sister a stenographer, nurse or business clerk. She is native born, has never traveled more than 200 miles from her birthplace, or visted more than one large city. Her favorite authors are Temple Bailey, Gene Stratton Porter, Charles Dickens, Kathleen Norris, Zane Gray and John Galsworthy. More than 75 per cent of the teachers' homes boast an automobile, two-thirds are equipped with bathrooms. In more than one-half the homes there are less than 200 books.

Help for Highschool Students

AN experiment in applying to public highschool conditions the student loan plan which has been so successful in colleges and universities is announced by the Buffalo (N. Y.) Council of Parents and Teachers (see The Survey, February 15, page 590). An anonymous donor has made available a sum of money to start the scheme, and the amount will be increased by memberships on a contributing basis in the Student Aid Fund, which has been incorporated. The aim of the council is to make possible a highschool education for "every worthy boy and girl in the city of Buffalo." For the present, first consideration will be given to students who have completed two years of their highschool course. The fund will be administered by a board of five directors. Money will be loaned with interest at two per cent on application of the pupil and his parents or guardians and on the recommendation of the principal in the highschool where the pupil is enrolled. If the loan is approved, the sum will be deposited with the principal and paid to the pupil as it is needed. When the loan is made, the pupil will be required to give a note with a responsible endorser, with interest to begin when he leaves school. The entire amount of the loan is to be returned to the fund within five years of highschool graduation. Other arrangements will be made for students who wish to take further training after highschool.

Schools and Libraries

RURAL adult education, school library problems and radio and alumni education will be among the subjects on the program of the fifty-second annual conference of the American Library Association, to be held in Los Angeles June 23 to 28. A report will be made at the conference on the demonstration state-wide library service, begun in Louisiana in 1925, to prove what could be done by a new state library commission to promote library development and provide books for people in remote sections of a state if the work were properly financed. A demonstration of rural library service, begun in British Columbia this spring, will be described by Helen G. Stewart, who is in charge of the experiment. The work is being financed by a $100,000 grant from the Carnegie Corporation. "The attempt to distribute books in the sparsely settled and inaccessible regions of the province creates a technical situation of unusual interest," commented the president of the Carnegie Corporation in his annual report, "and the success of the commission in dealing with it will be watched with interest throughout the English-speaking world."

For Teachers and Children

A SUMMER session of six weeks for fifty children and ten student teachers is announced by Manumit School, Pawling, N. Y. Started six years ago, primarily for the children of trade unionists, Manumit has become well-known as a successful and very liberal progressive school. It is located on a farm of 170 acres in the foothills of the Berkshires. Its school activities or projects are organized on a productive basis as an integral part of the curriculum. The five productive projects are: the farm unit, the construction unit, the

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

household unit, the administration unit and the arts and crafts unit. Each child is free to make his contribution to the school "in the form of socially productive labor in the field where his interests lie." The summer session will carry on these activities, and also a varied program of recreation—swimming, horseback riding, dancing, hiking, camping, and so on. It will not include the academic work of the winter school. Each department will have a leader and an assistant leader, selected largely from the regular school faculty. The group of student teachers will receive training and experience in new school theory and practice.

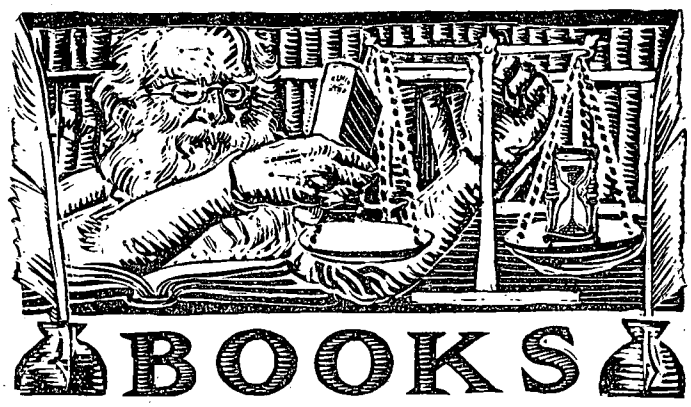
Florida's History Books

A MOVEMENT that may change the history textbooks used by all school children in Florida has started from the activities of the Parent-Teacher Association in one grade school in the city of Orlando. This group of parents and teachers passed a set of resolutions condemning the present textbooks for their glorification of war and of military heroes, and urging the adoption of new textbooks, stressing cultural, industrial and economic progress more strongly. In many school history books, the organization found, war is the chief event recorded and the war chapters are often written in a sentimental and wholly partisan fashion. So impressed with this action was the Orange County Council of Parent-Teacher Associations that it adopted the same resolutions and then presented them to the state branch of the National Congress of Parent-Teacher Associations, by which they were unanimously passed. The resolutions will be the basis for an active campaign throughout Florida before new textbook contracts are signed. They do not suggest radical changes, or the elimination of military history. They do ask, however, that facts bringing out clearly the civic, industrial, social and spiritual results of war be presented, rather than descriptions of battle and bloodshed. Romantic and misleading material about war in school books, the Florida parents and teachers feel, is responsible for much international misunderstanding and prejudice and for a false concept on the part of children—carried over into adult life—of the conduct and the actual results of war.

Grown-Ups At School

SO successful was the 1929 Adult Education Summer School at the University of California, that the experiment is to be repeated this year (see The Survey, May 15, 1929, page 248). The six-weeks course is planned, the announcement states, "for anyone with an experimental turn of mind, but particularly . . . any teacher who wants to fit herself to enter either for part time or full time this most rapidly developing of teaching fields." The school will be limited to 500 students. Besides the courses in the general subject of adult education, in adult education techniques, and in the interests of special groups, there will be opportunity for personal conference with faculty members and for small round table discussions. Recreational opportunities will include some pageantry and chorus work, summer sports, and week-end trips about the bay district. Full information may be obtained from the State Department of Education, Sacramento, California.

The 1930 session of the Ashland Summer School which three years ago took over the plant of the old Danish folk school at Grant, Michigan, will again be built around "life situations" or "life problems" (see The Survey, June 1, 1928, page 277). The special groupings this year will be occupational-economic-business, community life, government, human personality in a machine age, education and the good life. Each theme will dominate about a week of the five weeks session. The school affords opportunity also for handicrafts and outdoor recreation. The total cost for board, room and administrative fees for this vacation school will be $52.50; for shorter periods, at the rate of $12 a week or $2 a day.



Kaleidoscopic Childhood

THE PSYCHOLOGY OF CHILDHOOD, *by Edgar James Swift. Appleton. 431 pp. Price $3.00 postpaid of The Survey.*

ASK the parent of three or four growing children to give you a description which will cover individualities and abilities of them all. He will declare that it is an impossible task. By comparison one can see how much more difficult it is to present within the narrow limits of any one volume all of the important characteristics of all children. Yet it is this very thing which Dr. Swift has not only attempted, but spectacularly accomplished.

Childhood is a kaleidoscope of growth symptoms, behavior tendencies, emotional development, social reactions, educational problems, mixed with the many complications of modern life as the child must experience it.

Swift has taken these varying and bewildering units, and with the dexterity of great and impersonal experience gives us, in kaleidoscopic fashion, now a glimpse of one constellation of factors, now of another. They are all obviously related, all built out of the general fabric of childlife. As he presents them they fascinate by their significance and variability, yet one somehow remembers that they are part of a unity, only phases of the child himself.

Of course such a study cannot be exhaustive, nor final, but it will undoubtedly act as a touchstone to parental interest, for it is woven of the very web and warp of child life.

Columbus, Ohio FLORENCE MATEER

Creative Camping

CAMPING AND CHARACTER, *by H. S. Dimock and C. E. Hendry. Association Press. 364 pp. Price $3.50 postpaid of The Survey.*

THE summer camp provides unusual opportunities for personality development when it is carefully organized and its facilities are properly used. A few years of experimentation by courageous individuals and at least one national organization (Pioneer Youth of America) have made that point quite clear. These have made it possible for children to live on a childhood level, and use the fascinating facilities of summer camping for the development of their creative capacities, for personal and social integration, and as Professor Kilpatrick says, "to live well, and learn continuously therefrom how to live better."

The summer camp movement, however, is not aware of these possibilities. It therefore serves less worthy aims often to the destruction of personality. The large boys' and girls' organizations have made camping an opportunity for training in patriotism, obedience and conformity. The values of living close to nature are more than counterbalanced by the camps' canned programs, regimentation and uniformity.

Private camp owners, with some notable exceptions, consider camping chiefly as an income. Their camps also are regimented, and too often are organized to "get across" to parents.

Very few view camping as an opportunity to release children from the repressions brought about by the constant need to

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

adjust to adult plans and conveniences, tired, harassed parents and uninteresting school requirements.

Camping and Character, written by Dimock and Hendry tells the story of Camp Ahmek, a private camp that is endeavoring to find its place in the field of character education. The camp setting and environment is varied and stimulating, and the program is based on the children's developing interests. In fact "no program of an organized sort exists until it emerges from the needs and desires of the camp community."

The book is carefully and lucidly written and contains sections that should be in the hands of every camp director and counselor; especially worthwhile are the sections on "organizing for cooperative living," the "control of camp curriculum" and the chapters on "cooperative government."

It is a pity that the camp has not freed itself entirely from some of the usual camp limitations. It is still a boys' camp, rather than coeducational. It still has a "minumum" of awards and prizes. And it has regular religious ceremonials.

Walden School JOSHUA LIEBERMAN

Reluctant Feet

UNDERSTANDING THE ADOLESCENT GIRL, *by Grace Loucks Elliott. Holt. 134 pp. Price $1.25 postpaid of The Survey.*

AS the new books on adolescence file past the reviewing stand they seem for the most part dully clad in the sort of mental uniform worn by authors who take youth as a deep, dark problem. Hence a book like this, simple and unpretentious, but nonetheless significant despite its absence of scientific baggage comes as a welcome break in the lines of erudition. Mrs. Elliott obviously refuses to be put in the rank and file of theorists, since it is plainly evident that her skill comes from the practice field. Her experience, covering a broad range of contacts, is that of a leader familiar with the difficulties brought to her attention by girls who need understanding. As she says, "Every adolescent girl is face to face with four major adjustments: she must achieve her freedom from her family; she must establish her relationship with the opposite sex; she must decide about a vocation either in or outside the home; and she must achieve some unity in her own personality."

These chapters include a wide variety of problems, touching behavior, habit patterns, vocations, relationships, emotional flare-ups, from "crushes" to conflicts. Of no less interest is the latter part of the book aimed to be of first aid to adults who seek to enrich the lives of girlhood by leading them gently through comradeship into happy, useful lives, keeping step together along the broad human highway. And lest insight be termed inexpert because non-technical, the bibliography at the end of each chapter adds its quota to those qualities of sympathy, intelligence and awareness which are her own.

HALLE SCHAFFNER

Unionism and Automobiles

LABOR AND AUTOMOBILES, *by Robert W. Dunn. International Publishers. 224 pp. Price $2.00 postpaid of The Survey.*

WHAT are the conditions in the automobile industry which give rise to workers' unrest and which may serve as the basis for the unionization of the industry? Believing that the case for the industry has been overstated, Dunn attempts to answer this question in Labor and Automobiles. The facts are set forth clearly and accurately. "Speed-up," the few articulate workers call the methods which have been adopted by "scientific management" to increase the work of each man, and it is undoubtedly a major grievance though Dunn has not been able satisfactorily to measure or even to picture the extent of "speed-up," as indices of labor productivity fail to show the workers' contribution. Mr. Dunn has put more emphasis on hours as a grievance and less on increasing insecurity of employment, than the reviewer believes warranted. Wages are a grievance but not a major one, and the author has had trouble in trying to make them appear so, for the industry's level is comparatively high, though there are no wage figures which show actual average yearly earnings with allowances for under-employment and lay-offs. Other important grievances include increasing accident rates, danger of occupational diseases, and the increasing use of age limitations in hiring and firing. Mr. Dunn also adds welfare work. It is significant that neither the fear of unionism nor high-cost turnover have caused employers to use personnel work extensively.

Under these conditions, the contrast between the organization of the employers and its lack among the workers is even more striking. The employers exchange information and even men, maintain an agency to cover both the local and national labor market, and in addition spy upon the activities and opinions of workers—both as individuals and in groups. These have been significant factors in checking the growth of labor organization. The American Federation of Labor seems to have been overawed and discouraged. A small organization exists, but is primarily agitational. The increase of sporadic walkouts of departments indicates the growing discontent among the workers. Unfortunately, the author must end with an emphasis on "program," a statement of eight demands.

University of Pittsburgh W. ELLISON CHALMERS

The Problem Child and Social Work

MENTAL HYGIENE AND SOCIAL WORK, *by Porter R. Lee and Marion E. Kenworthy. Commonwealth Fund, Division of Publications. 309 pp. Price $1.50 postpaid of The Survey.*

MENTAL Hygiene and Social Work is called by the authors "a descriptive treatment of problem children and the training of social workers." It is, however, more far-reaching than this implies. The first part of the book contains discussion of child guidance and deals in a clear, concise way with the fundamental problems of the maladaptation of childhood. I know of no other writing which has presented the parent-child relationship with such clarity and soundness. The authors have drawn no sharp line between normal and abnormal, the adjusted and the maladjusted, the good and the bad. The same logical reasoning seeks to explain conduct that is socially approved as that which society looks upon as undesirable. Discussing the purposiveness of all behavior they state that "if we could remember that all behavior is purposive and that it is possible in our study of adjusted mature individuals to see cause and effect relationships just as clearly as in the problems of unadjusted persons, would it not be possible to attain a more real kind of objectivity in our interpretations of all behavior?"

Clinicians working in the field of child guidance will find much in this book that has a practical application to the problems of their daily routine, and such assistance, comparatively rare in spite of the ever-increasing mass of literature on the subject, is most welcome. The latter part of the book reviews in considerable detail the educational work of the bureau. An excellent account is given of the educational program, courses in mental hygiene, field work—which deals with the practice of psychiatric social workers—and a most practical and illuminating chapter entitled, The Personality and Equipment of the Social Worker, a chapter that should be read and carefully digested by every student anticipating a career of social work.

One finds so much in this book to praise, so much that may be applied to the actual job of the clinician, and so little to condemn, that space and time would be ill spent in adverse criticism.

DOUGLAS A. THOM, M.D.
Boston

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

The National Mind

OUR BUSINESS CIVILIZATION, *Some Aspects of American Culture, by James Truslow Adams. A. and C. Boni. 306 pp. Price $3.00 postpaid of The Survey.*

MR. ADAMS finds much to criticize in the growing dominance of the business mentality in American culture. He deplores the national mind in which usefulness is measured by what one can collect for services, or disservices, a fine headland is seen as a real estate development, and a waterfall as a site for a power station. He sets forth with vigor the baneful influence of the advertiser in degrading popular discrimination and establishing vulgar standards of taste. Our captains of finance have massed their share of fine prints and old masters while purveying gilt and polychrome gadgets for their social and pecuniary inferiors.

The American disregard for law and the rights of one's neighbors, in Mr. Adams' view, is a result of our history of material and social frontier-mindedness. Since so many of our laws are absurd and uncoordinated and enforced by men of whom a recognized proportion are bribe-takers and petty thieves, few feel that the law has any special moral or intellectual sanction. Thus, public, constabulary and magistracy alike choose for themselves which they shall obey.

Mr. Adams' ideal state is one in which the intellectual bourgeois grow in status and prestige at the expense of the rich exploiters and the ignorant poor. Yet to us it seems that the complaisant and quietist temper of the scholarly mind argues strongly against any such assumption of power and influence by the professorial class. These studious and sheltered gentry, as Laski has well shown, are with the rarest exceptions the too convenient apologists and interpreters for the practical-minded and profit-minded men of affairs. One remembers too well that Senator-Professor Hiram Bingham has made Yale's most noted contribution to our national "Who-cares?" attitude on tariff questions, and there rise to mind Senator-College President Simeon D. Fess and the late Chancellor Day. Such men seem to have a larger part in formulating and settling the norms of society than do the solid scholars. Mr. Adams misses the real core of his problem in failing to observe that a basic relationship is involved when men of the former stripe come to positions of leadership in a business and political system organized to make and to safeguard profits above all other considerations.

New York City F. J. SCHLINK

Another Analysis

THE SOCIAL WORKER IN GROUP WORK, *by Margaretta Williamson. Harper. 249 pp. Price $2.50 postpaid of The Survey.*

A JOB analysis of what is involved in leading club leaders, for the group director, the specialist and the executive, this correctly defines the scope and indicates the limitations of this book, the second issued by the Job Analysis Committee of the American Association of Social Workers. It is not intended to present a philosophy or psychology of group work or to exalt one method above another, but is based on questionnaires and recorded interviews covering "group work" positions in settlements, community and church centers, Y.M. and Y.W.C.A.'s, Y.M. and Y.W.H.A.'s, in Boys' Clubs, in playground and recreation systems, and in the Boy Scouts, Girl Scouts and Camp Fire Girls,—in Boston, Chicago, Cleveland, Minneapolis, New York, Philadelphia and Pittsburgh.

Unfortunately the method by which the study was made has too much influenced its writing. In organization, program, leadership, supervision, in departmental, staff and community relationships, in administrative and other duties, the Group Director is doing this and that or that and this or merely this or that. He is as a rule expected to have certain rather vaguely expressed qualities of experience, knowledge and skill. Certain personal traits are highly desirable. His (or her) compensation ranges from the $900 paid a Girl Scout field captain to the $4,000 paid a city-wide secretary for Boys' Work in the Y.M.C.A. A few organizations regularly provide for advancement, vacations, and insurance. In much the same order the story is repeated for the specialist (in music, dramatics, dancing, arts-crafts, home economics and physical education), and again for the executive. The tasks are often similar, sometimes identical, the qualifications not greatly different. All this is unnecessarily tedious to the average reader and makes the book longer than it should be. Yet it has the advantage of easy reference and cannot but suggest to group workers and their supervisors, teachers and employers sins of omission if not of commission. Indeed the book possesses two outstanding virtues which make it of real and lasting value. It offers the first authoritative statement of the nature and range of social group work and gives as well a variety of concrete suggestions out of actual experience in the different aspects of that work. But by what it does not do or claim to do it indicates the need for a thoroughly modern book on the philosophy and methods of group work. ARTHUR L. SWIFT, JR.

Heredity Up to Date

THE CHILD'S HEREDITY, *by Paul Popenoe. Williams & Wilkins. 316 pp. Price $2.00 postpaid of The Survey.*

ONE of a famous family of naturalists, himself editor of many books and student of eugenics, writes a really entertaining as well as instructive book on heredity. He brushes away much of the cobweb of ideas (spun in ignorance) that has enveloped this subject and introduces some of the new knowledge that the past quarter of a century has brought forth. So conservative are we of the old notions, to which we had adjusted ourselves, that the new knowledge is accepted, as it were, begrudgingly, but in this book we have the sugar coat of an attractive literary style.

The author begins with a picture of the parents thrilled by the newborn babe: alive, *theirs* and unique. These three elements of the situation are expanded in later chapters. The ancestry of any child and the traits of his brothers and sisters are discussed; the inheritance of peculiarities of skin, and its organs, sense organs, blood, intelligence and some somatic and mental defects are considered in turn. Very early we are introduced to the chromosomes; and their relation to sex determination is clearly and charmingly told. The excellent and largely new illustrations add much to the book's attractiveness.

If it is expected that the reviewer should be critical he may try to meet his obligation by saying that the defect of the book is a consequence of its literary quality. The author must show the high lights; must avoid the maze of modifying conditions and factors into which students of heredity still find themselves forced by a sensitive regard for the whole and exact truth. For example, is it certain that the three genes in blood grouping occupy the same point of a chromosome? Do mulattoes show more resistance to tuberculosis than full-blooded Negroes? Is susceptibility to tumor inoculation in mice generally recognized as a recessive trait? These queries may serve as illustrations of the difficulties in writing for popular consumption and still avoiding uncritical statements. The author does go far beyond most popular writers in accuracy, however, and his reading has been extensive and profound as the copious reference to an extensive bibliography show. The book is heartily recommended to those parents and still unmated who want access to recently acquired knowledge and points of view concerning the transmission of those hereditary qualities which reside in the immortal germinal material of which they are each, willy nilly, for the moment the trustees. CHARLES B. DAVENPORT

Cold Spring Harbor

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

WORK SHOP

"Get Your Man"

By ELIZABETH HEALY

WE offered up a Maiden's Prayer—though it may have sounded like a Lament. A prayer is hopeful, and we were seeking delivery from exile. We, social workers attending a case workers' round table, wanted to find a way out of our limited social situation. Luckily there were those among us who had reached the Promised Land. We needed their cheer.

We wanted more fun. More diversity and color and vivacity in our free time. We liked our jobs and our social working friends, and were prepared to enjoy the cities in which we lived. All we asked was "that, and a little bit more." The little bit more meant men, eligible men particularly; but we were not all seeking immediate marriage. We could stand postponement if the route to the Promised Land was less dreary.

We inquired about our opportunities to meet men. More community resources were listed than autobiographical successes. The churches, which are potentially bulwarks of friendliness, had opened few doors, except to the people who lived in small communities. We sympathized with the girl who had attended young people's meetings for two years, with the mild climax of being asked for a date by the one sap among the men members. We were reminded of the college clubs and business and professional women's clubs in some of the larger towns. The Y.W.C.A. in certain cities was said to have done much to alleviate the lot of such socially limited people as we. We gave each other a wealth of unconvincing advice (someone even urged us to keep an eye on the Y.M.C.A.) but it fell rather flat. More happy relationships seemed to have resulted from friends of friends or of family, or through acquaintances acquired through avocational activities, than by formal organizations. We decided that perhaps dearth of opportunity was not the basic difficulty.

Is there some stigma about being social workers that keeps us outside the pale? We argued that our communities, to say nothing of our acquaintances, regard social workers as officious and ground-grippered, or as saintly and sacrificing, or as repressed and revolutionary. The communities may be right in general; but each of us was an exception! However the workers who had jobs in the towns and cities in which they had grown up whittled that argument to shreds. They saw people and did things, socially, despite their choice of professions! and a few hearty non-resident souls admitted a degree of acceptance by other than social-working groups in their adopted cities.

So we began again—on job situations this time. Our work allows us little opportunity to meet interesting men. The emphasis on "interesting" suggested the distant green pastures, but the generality passed as sound. We all realized, too, that when we come to a strange city to a new job it is easy to slip into the ready-made group of office associates, to live with social workers, and to succumb to the convenience of last minute dinner plans with the girl at the adjoining desk. Also our jobs sometimes interfere with definite plans for recreation, and few people can understand as do other workers, how unavoidable are some broken dates. We wondered if our jobs are so strenuous as to leave us too fatigued after hours to seek the spicy social outlets? Opinion conflicted; fatigue was laid bare, physically and psychologically, but the implication remained that we usually have the strength to do what we want to do.

A FRESH start brought us further back, and to ourselves. There seemed to be a slim chance that we may have participated in the production of our dilemma. We skirted around the idea that we may have been "different" from the start, or we would not be in social work. We salved ourselves by recalling that teachers, business women and others were eligible for our boat. We confessed to being a job-absorbed analytical lot, and stood the shock of being called self-absorbed and narrow. Less than half of us could rake up any real avocational interests. Most of us implied that we felt at ease only on the job. A self-indicted group! Why should gates swing open to people of limited range, and restricted field of competence.

We remembered that we had talked shop continuously when at the home of the married social worker. We ruefully recalled that we had not been asked for a return engagement. (Men smart enough to marry social workers are too smart to be interested only in social work. Too smart, too, to submit to being the next specimen for the cunning analysis of the guest.) We wondered if our job chatter could seem as trivial to our married college friends, as their talk about the baby's irradiated cod liver oil seems to us. We were told of several men who had taken social workers out for the last time: "Oh they are brainy girls, nice girls too, but they leave you pulverized—or at least perforated."

We almost faced the fact that our promiscuous use of lingo, our conviction of the importance of what we do, and our lack

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

of conspicuous social success, all may be related to our inadequate preparation for being interesting to "outsiders." We almost admitted being people with but one line!

We seemed to know what we wanted, but were not very clear how to get this more satisfying social life. We who professed to be realists, became realists about this phase of our existence only when all escapes by rationalization had been cut off. If we want to be accepted by the church group—obviously we must do more than look hungry for a chicken dinner. If we would like to know the so-called intelligentsia of our cities, we must have more to contribute than the latest statistics on unemployment. If we aspire to some contact with the entertaining young married people, we must know our contract and our sports. If we are ambitious to affix ourselves to musical circles we must do more than be able to distinguish High C from a concerto. If we need to, we might remain convinced that the adjustment of human difficulties is a fundamental aim in life. But let's not say so at the dinner table of a former college friend who has invited us in to meet her husband's best friend! Not if we are canny. However, that same dinner table situation may suggest the need of a little personal adjustment, if we discover we have no contribution to make in the talk about theaters, comic-strips or sport champions.

We talked much about how we might meet men, yet we touched but lightly on the matter of how we might continue to see them, once we had them on the string. Unless we have some place in which to entertain men we may be putting too much strain on our personalities as bait. When we ask men in after a date, what is it we ask them into? A barren hall leading to our tiny one-room refuge, a dull sitting room in a dull boarding house, or our living room which we pray has not already been turned into a bed room by our roommate? What lures do we use for our comfort-loving desirables? Fudge alone does not work!

We may run the risk of being a little presumptuous if we go on pretending that those who do not share our interests are frittering life away. We may be subjects for commiseration if we continue to aim for a place in the world without the qualifications for it. We may be calling others inaccessible or a trifle boring, when we, lacking the passport to accessibility, may be decidedly dull outside of our social work milieu.

It may be trivial for us to turn to the advice for the lovelorn. Yet if we followed some of the columns' suggestions to the social misfits the results might be far from trivial. Perhaps we need to concentrate on (*Continued on page* 207)

Who Should Consult the Board?

Should social workers have the privilege of consulting members of the Board without the knowledge of the executive? When Chicago social workers answered a questionnaire on professional ethics (see The Survey, Jan. 15, 1930, p. 480) their opinion was evenly divided on this question. Here two members of the American Association of Social Workers contribute to the discussion. Elwood Street is director of the Community Chest of Washington, D. C. Frances L. Hill is case supervisor of the Family Welfare Association of Scranton, Pa.

Only Through the Executive

By ELWOOD STREET

IT is not ethical for members of the staff to consult members of the board, ordinarily, without the knowledge of the executive.

The executive is responsible for the conduct of the work of the agency. He is responsible for presenting plans and programs to the board and for carrying out the decisions of the board. He is the board's official representative in the management of the agency. On the other hand he is responsible for the selection, the training, the discipline and the management of the staff and through it for carrying out the policies of the organization. The staff member in a sense is an extension of the executive, doing the things for which the executive has not the time, the energy or perhaps the specific skill, exactly as the arm is an extension of the body.

The executive is a link between the board and the staff. Therefore the staff member should take up all suggestions, all criticisms, all proposals for changes or improvements with the executive and not with board members. The staff member should be persistent and work to change the executive's mind if he cannot make an immediate impression, but so long as he is a member of the staff he should take the decisions of the executive in good spirit. If he cannot agree with them he should resign from the staff, when as a private citizen he would be free to discuss any matter he wished to with the board.

This relationship is entirely separate from the fact that an executive may wish to ask staff members to present their points of view to members of the board either individually or at board or committee meetings. Discipline and morale cannot, however, be maintained unless staff members make their proposals to the executive rather than to board members; because if the staff member were able to go effectively over the executive's head, executive authority and influence would be lost. An executive should discharge instantly any staff member who did go over his head in this way. The executive's job is to execute!

Easy Access Not to Be Feared

By FRANCES L. HILL

I BELIEVE that a worker should be free to go to a board member who is an expert in some field in which she wishes advice regarding her particular job, freely and without consulting the executive; and that in a democratic organization she would be free to do this without the executive's consent being an issue.

I believe that if the subject of consultation is a matter of controversy between the worker and the executive, involving staff relationships, and that if the worker's purpose in wishing to consult a board member is a constructive one and adjustment of the controversy her goal, she would first consult the executive and the executive would be willing to have both sides heard.

It seems to me that a good social worker would not want to have her side heard exclusively. If the question is one of controversy and both sides are not heard, the disagreement will crystallize and become an issue by carrying it secretly to the board.

I believe that in a democratic organization there will be sufficient give and take between the worker and executive so that questions of disagreement will naturally be talked out between the two before either of them has an impulse to bring in a third person.

I believe that if there is a spirit of give and take between the board and the staff, the executive will not be afraid for them to have free access to each other and that there will be no reason to go "over his head" if the opinion of a third person were needed in non-controversial questions.

I believe that a board member should be free to come to any member of the staff at any time he chooses and that if a democratic relationship exists there will be no reason to conceal this from the executive.

To sum up, I do not think that the democracy in an organization hinges upon a worker's right to go to the board without the executive's consent, but rather upon such things as the executive's faith in the worker's judgment and his sincere interest in her ability to assume increasing responsibility with a consultative relationship rather than a mandatory one.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

GOSSIP: of People and Things

Roses by Other Names

"HAVING read my Survey," writes Elizabeth Cosgrove, now a member of the White House Conference staff, "I followed your suggestions and told the census enumerator, 'I am a social worker.' 'Ah, yes,' he replied as he wrote me down, 'a notion worker.' He sounded just like a member of my family." Another instance of the abysmal ignorance of the layman is Mrs. I. S. G. Segal's maid who said that Miss Ell of the Jewish Social Circus had phoned.

Five Thousand Coming

SPEAKING of circuses, the mammoth twelve-ring show opens in Boston on June 8; and there are forty side-shows, some starting June 6. The National Conference of Social Work itself opens with the Sunday evening session, June 8, at which Miriam Van Waters will deliver her presidential address. Registration and information desks in the Statler Hotel will open at noon on Friday.

Twenty-five hundred hotel reservations have already been made, which, according to Howard R. Knight, general secretary, means the largest attendance in the history of the conference. Uncle Alec Johnson will head up the consultation service, through which people from all over the country may have a chance for expert advice from the staff members of fifty groups. For further information write Howard R. Knight, general secretary, 277 East Long Street, Columbus, Ohio.

Brains in Them Hills

TWENTY-SECOND STREET, New York, from Fourth Avenue to Lexington, will soon contain more social workers per square foot than any other area in the world. The Russell Sage Foundation is planning a new fourteen-story building adjoining its present holdings at 130 E. 22 Street. The new structure, which will harmonize architecturally with the present building, will cost about $750,000 and will contain six floors and mezzanine especially adapted to the use of the New York School of Social Work. Other floors will be leased to social agencies now housed elsewhere, probably including the Welfare Council of New York and its neighbors at 151 Fifth Avenue.

Matching the Russell Sage expansion is the purchase by the present holders of the buildings at 105 E. 22 Street and 289 Fourth Avenue of the adjoining building on the corner of 23 Street and Fourth Avenue. This gives the group at 105 a full block frontage on 22 Street to 23 on Fourth Avenue, 125 feet on 23 Street and 200 feet on 22 Street, plenty of elbow room for everybody, and space left over for new tenants.

The moral tone of 112 East 19 Street has also been raised. THE SURVEY on the top floor now comes and goes through an appropriate aura of intellectuality—the Committee on Cultural Relations with Latin America on the floor below, the League for Industrial Democracy, The Forum, The New Masses, The New Freeman, the Council on Adult Education for the Foreign Born, American League to Abolish Capital Punishment, Evolution Publishing Corporation.

B.S.S.W.

THE Carnegie Institute of Technology, Pittsburgh, announces a one-year basic course in its Department of Social Work, of which Mary Clarke Burnett is head, leading to the degree of Bachelor of Science in Social Work. Registrants for this one-year course must be college graduates with acceptable credit in the social sciences. They may choose basic training in either group work or case work. Those interested should address Mary Clarke Burnett, Carnegie Institute of Technology, Pittsburgh, Pa.

For Cottage Mothers

THE New York School of Social Work will offer for the first time, a special four-week Institute, July 24 to August 21, for cottage mothers in child-caring institutions. Observation trips to institutions and child-caring organizations in and near New York City will be scheduled as part of the Course. Those who enroll may arrange for residence in one of the leading institutions for children in or near New York City.

Those interested in this Cottage Mothers' Institute should communicate with New York School of Social Work, 105 E. 22 Street, New York City.

Scholarship for P.H.N.'s

THE Department of Biology and Public Health of the Massachusetts Institute of Technology in Cambridge announces a scholarship with full tuition for public health nurses in Health Education to be awarded the next academic year. Candidates must be highschool graduates. Special preference will be given to those who have had some college training in sciences, such as biology, physiology, and bacteriology. The scholarship will be awarded before the last day of July 1930 upon the basis of previous academic record, professional accomplishment in the field of health education, need, and likelihood of future contribution to health education. Those interested should send at once for application blanks to the general director of the National Organization for Public Health Nursing, 370 Seventh Avenue, New York City. Applications close June 1.

Here and There

REGIONAL conferences of social work in Kansas will be continued under the auspices of the Kansas State Conference of Social Work, it was decided at the recent meeting of the conference in Topeka. A committee on social measures was also appointed to foster forward-looking legislation, such as a children's code and better care for crippled children. Herman Newman of Topeka was re-elected president of the conference.

MORE than three hundred social workers attended the Florida Conference of Social Work at Jacksonville, 224 of them participating in three institutes. The Florida State Council of Social Hygiene was organized. Mrs. William Steitz of Lakeland was elected president of the conference; vice-presidents, Brigadier Donald McMillan of Jacksonville, Rev. F. B. Leach of Tampa; treasurer, Mrs. Anton Schneider of Lakeland; executive committee, Ruth Atkinson, Constance F. S. Rabin, Sherwood H. Smith.

FIFTY-SEVEN and one-half per cent of its grocery orders for 1929 went to independant stores and 42½ per cent to chain stores, states the Provident Association of St. Louis, in answering newspaper criticism that it was favoring the chain stores. The general policy of the agency is to issue grocery orders on the stores with which the client customarily deals.

AN interesting research project has been worked out in Virginia. The University of Virginia Institute for Research in the Social Sciences cooperates financially with counties and cities in employing research students on local projects. Charlottesville recently appropriated $500 for a research student to do probation work in the juvenile court. The county put up $500 and the Institute $800.

JAMES T. NICHOLSON has been appointed manager of the Chicago Chapter of the American Red Cross. For ten years he was a member of the national headquarters staff, then successively assistant director of Junior Red Cross, assistant to the vice chairman of Domestic Relations, assistant manager of the Eastern Area. Incidentally he was a California '29-er.

SAMUEL A. GOLDSMITH, director of the Bureau of Jewish Social Research and acting chairman of the National Conference of Jewish Social Service, leaves New York and his present connection to become executive director of the Jewish Charities of Chicago, succeeding Louis M. Cahn, resigned.

EDWIN K. EKLUND has resigned as director of the Council of Social Agencies of Springfield, Illinois, to join the staff of the Welfare Council of New York, where he will study the homeless man and present methods of dealing with him.

A REAL settlement house romance blossomed and bloomed at the Friendly Inn in Cleveland with the marriage on March 17 of Miss Ruth Eleanore Cizon and Arthur Witt, both residents at the Inn and both post-graduate students at the School of Applied Social Sciences of West-

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

ern Reserve University. Mrs. Witt is a native of Russia and spent some time in that country during the early revolution days following the World War. In true settlement style, residents prepared and staged a bridal dinner with less than thirty minutes notice.

BOSTON suffers another loss with the resignation of Katherine P. Hewins as director of the Church Home Society. She is engaged in the child welfare study in Cleveland being undertaken for the Cleveland Foundation.

JOHN STEWART BURGESS who was executive secretary on the field of Princeton-Yenching School of Public Affairs and who is now general promoter of the work in the United States, will become associate professor of sociology at Pomona College, Claremont, California.

Personal News

ALICE A. ADANALIAN, formerly with Hull House and Board of Education, Chicago, now with Menominee Indian Mills, Neopit, Wis.

LLOYD ADAMS, executive secretary, Community Chest, El Paso, Tex., appointed secretary, Central Council of Social Agencies, newly created through efforts of Social Workers Club.

EDITH M. BALMFORD appointed policewoman, Bureau of Crime Prevention, Police Department, New York City.

ALFRED BARRY appointed superintendent, Juvenile Detention Home, Chicago.

LOUISE O. BEALL, assistant secretary, Associated Charities, Washington, D. C., appointed chairman, Inter-city Conference of Maryland-Virginia-District of Columbia.

RUTH D. BEYER appointed superintendent, Foster Home for Boys and Girls, Philadelphia.

MARY BOLTON, formerly with Workman Place House, Philadelphia, now field social worker, Village for Epileptics at Skillman, N. J.

ARTHUR T. BREWER, formerly field secretary, Eastern Territory, Salvation Army, now chief secretary and second in command, Central Territory.

WELLINGTON BRINK appointed assistant director of public information and roll call, American Red Cross, succeeding Mr. Gates.

DR. E. S. BURDSALL, superintendent, Norwich State Hospital, is the director of the Mental Hygiene Clinic, Norwich, Conn.; Nancy E. Tomlinson is chief of social service.

DR. PAUL CASSIDY elected president, Cincinnati Anti-Tuberculosis League.

C. RAYMOND CHASE, formerly assistant director, Community Welfare Federation of Wyoming Valley, Wilkes-Barre, Pa., now director, Community Chest, Allentown, Pa.

DR. TALIAFERRO CLARK appointed chief, Division of Venereal Diseases, U. S. Public Health Service, succeeding Dr. Thomas Parran, Jr.

RUTH COHEN, formerly executive secretary, Hadassah Women's Zionist Organization, New York City, now child welfare worker, Jewish Orphan Home, Cleveland.

WINIFRED ERSKINE, formerly field worker, Connecticut State Department of Health, now district supervising nurse, New York State Department of Health.

HELEN E. FAIRBANKS, formerly general secretary, Family Welfare Society, Stamford, Conn., now general secretary, Associated Charities, Worcester, Mass.

BERTIE H. FRANTZ appointed superintendent, Bethesda Home for Girls, Chestnut Hill, Pa.

LORRAINE FRASER, formerly investigator, Bureau of Women in Industry, New York State Department of Labor, now temporary editorial worker, Social Work Year Book, Russell Sage Foundation, New York City.

MARY STEWART GADD appointed nutrition supervisor, Visiting Nurse Society, Philadelphia.

DR. IAGO GALDSTON, formerly director of health education, New York Tuberculosis and Health Association, now secretary, Medical Information Bureau, New York Academy of Medicine, New York City.

WALTER S. GARD appointed assistant national director, Junior Red Cross.

(*Continued on page 207*)

Communications

Lady Cops

TO THE EDITOR: May I bear my bit of testimony to the usefulness of the "lady policeman?" My contact with the Women's Bureau in Washington has convinced me more than ever that this department of the police is truly a social agency. The workers in the department in the Women's Bureau here look like social workers, have the attitude of social workers toward their work and the clients. I find also that in my contacts with the other departments of the police that there is a rather socialized point of view. Whether this is due to the efficient Women's Bureau or just a normal development, or an accident, I don't know but it is worthy of notice. OSCAR LEONARD

Executive director, Jewish Welfare Federation, Washington, D. C.

Haiti

TO THE EDITOR: In a recent article in The Survey [March 15, page 708] there was, I believe, a very serious and unfortunate recommendation to the effect that legislation in Haiti should be devised to bring about security of land titles. It appears that as to a large part of the area of Haiti a good title to land could not be secured with the consequence that native Haitians could not be despoiled by citizens of the United States of the land of Haiti. They were poor, they were ignorant, they were afflicted with diseases, but they were relatively free.

In Porto Rico, prior to the acquisition of the island by the United States, the Porto Ricans seem to have tilled land of a considerable extent in small parcels and to have enjoyed comparative freedom and independence. It is said that now the land has been acquired by citizens of the United States in large parcels and a great deal of the land is devoted to a few major crops with the result that Porto Ricans are dependent upon alien landlords for their existence. Naturally they emigrate in large numbers to the United States. I have seen no evidence that Porto Rico is not large enough and productive enough to support all Porto Ricans in comfort under a reasonable system.

If we should set up in Haiti, Porto Rican conditions in respect to land-holding, the last case of the unfortunate Haitians will be far worse that the first.

New York City LAWSON PURDY

Single Tax

TO THE EDITOR: Why don't you tell us something about some remedy for unemployment? I am one of them. I am 67, and have lots of vacations (hunting a job). I take a half-holiday from habit, even from my vacation, and visit our library, and read the magazines. It gets awful tiresome to get nothing from those luminous literary lights who can make nothing at all glow with glorious radiance that is vehement, emphatic and sensible. Economic conditions demand it. Henry George taught the remedy for poverty, unemployment and hard times fifty years ago. Why is he ignored? No other country ever produced as great a man.

Our town is excited about chain stores. They say chain stores are the cause of high rents. They have appeals for boycotting chain stores that almost bring tears to my eyes. They say the home merchant spends his profits in town. Profits forsooth! What are profits? Production in competing is divided in three parts: wages to labor, interest to capital, and rent to land. If there is profit outside of that it is monopoly. Our business men had better call it wages which might create some emotion. When we have a pain in our pocket we use our heads, not our brains, but just peck around like a woodpecker, and all we may get is a worm.

Rome, Georgia THOMAS COLEGATE

Ivorydale

TO THE EDITOR: May I thank you for the reprinted article on Ivorydale. Passing it around may save wear and tear on our Survey Graphic. I did not know that such a plan could exist any place in these United States, and such publicity as you have given to it, and as you may give to other successful experiences in industrial progress, I believe, will be very helpful.

Executive secretary, PHILIP L. KETCHUM
Organized Charities, Tucson, Arizona

ADMINISTRATOR'S GUIDE

DIRECT-BY-MAIL

HOOVEN LETTERS, INC., 387 Fourth Ave., N. Y. C. Individually typewritten letters. Enormous capacity. Low prices. Complete service. Accounts anywhere handled. Completed letters returned by express for local mailing.

ENGRAVING

GILL ENGRAVING CO., Photo Engravers, 140 Fifth Ave., N. Y. C. Careful, expert, artistic work. Twenty-four hour service. Ask The Survey about us. We do all the engraving for Survey Midmonthly and Survey Graphic.

OFFICE EQUIPMENT

R. ORTHWINE. 344 W. 34th St., N. Y. C. Invincible steel files, letter and cap sizes, with all standard combinations; steel storage cabinets—office furniture, wood and steel, commercial grades and up. Office supplies, marble desk sets, etc. Wholesale and retail, attractive prices—write.

TYPEWRITTEN LETTERS

HOOVEN LETTERS, INC., 387 Fourth Ave., N. Y. C. Individually typewritten letters. Enormous capacity. Low prices. Complete service. We prepare copy and campaigns.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

DIRECTORY OF SOCIAL AGENCIES

Health

AMERICAN FOUNDATION FOR THE BLIND, INC.—125 East 46th Street, New York. Promotes the creation of new agencies for the blind and assists established organizations to expand their activities. Conducts studies in such fields as education, employment and relief of the blind. Supported by vountary contributions. M. C. Migel, President; Robert B. Irwin, Executive Director; Charles B. Hayes, Field Director.

AMERICAN BIRTH CONTROL LEAGUE, INC.—Mrs. F. Robertson Jones, President, 104 Fifth Avenue, New York City. Purpose: To teach the need for birth control to prevent destitution, disease and social deterioration; to amend laws adverse to birth control; to render safe, reliable contraceptive information accessible to all married persons. Annual membership, $2.00 to $500.00. Birth Control Review (monthly), $2.00 per year.

AMERICAN SOCIAL HYGIENE ASSOCIATION—370 Seventh Ave., New York. To provide a better understanding of the social hygiene movement; to advance sound sex education, to combat prostitution and sex delinquency; to aid public authorities in the campaign against the venereal diseases; to advise in organization of state and local social-hygiene programs. Annual membership dues $2.00 including monthly journal.

THE NATIONAL COMMITTEE FOR MENTAL HYGIENE, INC.—Dr. William H. Welch, honorary president; Dr. Charles P. Emerson, president; Dr. Frankwood E. Williams, medical director; Dr. Clarence J. D'Alton, executive assistant; Clifford W. Beers, secretary; 370 Seventh Avenue, New York City. Pamphlets on mental hygiene, mental and nervous disorders, feebleminded-ness, epilepsy, inebriety, delinquency, and other mental problems in human behavior, education, industry, psychiatric social service, etc. "Mental Hygiene," quarterly, $3.00 a year; "Mental Hygiene Bulletin" monthly, $1.00 a year.

NATIONAL HEALTH CIRCLE FOR COLORED PEOPLE, INC.—370 Seventh Avenue, New York City. Col. Theodore Roosevelt, Honorary President; Dr. Jesse L. Mooreland, Pres.; Dr. George C. Booth, Treasurer; Miss Belle Davis, Executive Secretary.

To organize public opinion and support for health work among colored people.
To create and stimulate health consciousness and responsibility among the colored people in their own health problems.
To recruit, help educate and place young colored women in public health work.
Work supported by membership and voluntary contributions.

NATIONAL ORGANIZATION FOR PUBLIC HEALTH NURSING—370 Seventh Avenue, New York, N. Y. Katharine Tucker, R.N., General Director. Organized to promote public health nursing, establish standards, offer field advisory service, collect statistics and information on current practices. Official monthly magazine: *The Public Health Nurse.*

NATIONAL SOCIETY FOR THE PREVENTION OF BLINDNESS—Lewis H. Carris, Managing Director: Mrs. Winifred Hathaway, Associate Director; B. Franklin Rover, M.D., Medical Director; Eleanor P. Brown, Secretary, 370 Seventh Avenue, New York. Studies scientific advances in medical and pedagogical knowledge and disseminates practical information as to ways of preventing blindness and conserving sight. Literature, exhibits, lantern slides, lectures, charts and co-operation in sight-saving projects available on request.

Health

NATIONAL TUBERCULOSIS ASSOCIATION—370 Seventh Ave., New York. Dr. Linsly R. Williams, president; Dr. Kendall Emerson, managing director. Pamphlets of methods and program for the prevention of tuberculosis. Publications sold and distributed through state associations in every state. Journal of the Outdoor Life, popular monthly magazine, $2.00 a year; American Review of Tuberculosis, medical journal, $8.00 a year; and Monthly Bulletin, house organ, free.

Home Economics

AMERICAN HOME ECONOMICS ASSOCIATION—Alice L. Edwards, executive secretary, 617 Mills Bldg., Washington, D. C. Organized for betterment of conditions in home, school, institution and community. Publishes monthly Journal of Home Economics; office of editor, 617 Mills Bldg., Washington, D. C.; of business manager, 101 East 20th St., Baltimore, Md.

Education

ART EXTENSION SOCIETY, INC.—The Art Center, 65 East 56th Street, New York City. Purpose,—to extend the interest in, and appreciation of, the Fine Arts, especially by means of prints, lantern slides, traveling exhibitions, circulating libraries, etc., etc.

ASSOCIATED GUIDANCE BUREAU, INC.—16 East 53rd Street, New York. Telephone: Plaza 9512. A non-sectarian non-philanthropic child guidance bureau, employing highest social work standards. Supplies, trains, and supervises carefully selected governesses, tutors, companions, and play leaders. For information address Jess Perlman, Director.

WORKER'S EDUCATION BUREAU OF AMERICA—A cooperative Educational Agency for the promotion of Adult Education among Industrial Workers. 476 West 24th Street, New York City. Spencer Miller, Jr., Secretary.

Recreation

PLAYGROUND AND RECREATION ASSOCIATION OF AMERICA—315 Fourth Ave., New York City. Joseph Lee, president; H. S. Brauncher, secretary. To bring to every boy and girl and citizen of America an adequate opportunity for wholesome, happy play and recreation. Playgrounds, community centers, swimming pools, athletics, music, drama, camping, home play, are all means to this end.

National Conferences

NATIONAL CONFERENCE OF SOCIAL WORK—Mirian Van Waters, Ph.D., president. New York, N. Y.; Howard R. Knight, sec'y, 277 E. Long St., Columbus, O. The conference is an organization to discuss the principles of humanitarian effort and to increase the efficiency of social service agencies. Each year it holds an annual meeting, publishes in permanent form the Proceedings of the meeting, and issues a quarterly Bulletin. The fifty-seventh annual meeting of the Conference will be held in Boston (Hotel Statler), June 8-14, 1930. Proceedings are sent free of charge to all members upon payment of a membership fee of five dollars.

Religious Organizations

COUNCIL OF WOMEN FOR HOME MISSIONS—105 East 22d St., New York. Composed of the national women's home mission boards of the United States and Canada. Purpose: To unify effort by consultation and cooperation in action and to represent Protestant church women in such national movements as they desire to promote interdenominationally.

Florence E. Quinlan, Executive Secretary.
Religious Work for Indian Schools, Helen M. Brickman, Director.
Migrant Work, Edith E. Lowry, Secretary.
Adela J. Ballard; Western Supervisor.
Womens interdenominational groups — state and local—are promoted.

FEDERAL COUNCIL OF THE CHURCHES OF CHRIST IN AMERICA—Constituted by 27 Protestant communions. Rev. C. S. Macfarland, Rev. S. M. Cavert and Rev. J. M. Moore, Gen. Sec's.; 105 E. 22d St., New York City.

Dept. of Research and Education, Rev. F. E. Johnson, Sec'y.
Commissions: Church and Social Service, Rev. W. M. Tippy, Sec'y; International Justice and Goodwill: Rev. S. L. Gulick, Sec'y; Church and Race Relations: Dr. G. E. Haynes, Sec'y.
Committee on Goodwill between Jews and Christians, Rev. E. R. Clinchy, Sec'y.

GIRLS' FRIENDLY SOCIETY OF THE U. S. A.—Florence Lukens - Newbold, Executive Secretary, 386 Fourth Avenue, New York City. A national organization for girls of all races and creeds, sponsored by the Episcopal Church, to uphold Christian standards of living and to study the conditions in which girls live, work, and play. Numbers nearly 50,000 with branches in 44 states.

NATIONAL BOARD OF THE YOUNG WOMEN'S CHRISTIAN ASSOCIATIONS—Mrs. Robert E. Speer, president; Miss Anna V. Rice, General Secretary; Miss Emma Hirth, Miss Helen A. Davis, Associate Secretaries; 600 Lexington Avenue, New York City. This organization maintains a staff of executive and traveling secretaries for advisory work in the United States in 1,034 local Y.W.C.A.'s on behalf of the industrial, business, student, foreign born, Indian, colored and younger girls. It has 103 American secretaries at work in 16 centers in the Orient, Latin America and Europe.

NATIONAL COUNCIL OF JEWISH WOMEN—Mrs. Joseph E. Friend, President; Mrs. Estelle M. Sternberger, Executive Secretary, 1860 Broadway, New York City. Program covers twelve departments in religious, educational, civic and legislative work, peace and social service. Official publication: "The Jewish Woman."

Department of Immigrant Aid and Immigrant Education, 799 Broadway, New York City. For the protection and education of immigrant women and girls. Maintains Bureau of International Service. Quarterly bulletin, "The Immigrant." Mrs. Maurice L. Goldman, Chairman: Cecilia Razovsky, Sec'y.

Department of Farm and Rural Work, Mrs. Elmer Eckhouse, Chairman, 5 Columbus Circle, New York City. Program of education, recreation, religious instruction and social service work for rural communities.

Pamphlets and Periodicals

Inexpensive literature which, however important, does not warrant costly advertising, may be advertised to advantage in the Pamphlets and Periodicals column of Survey Graphic and Midmonthly.

RATES:—75c a line (actual) for four insertions.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

DIRECTORY OF SOCIAL AGENCIES

Religious Organizations

THE NATIONAL COUNCIL OF THE YOUNG MEN'S CHRISTIAN ASSOCIATIONS OF THE UNITED STATES—347 Madison Avenue, New York City. Composed of 360 business and professional men representing 1,500 local Associations. Maintains a staff of 135 secretaries serving in the United States and 142 secretaries at work in 32 foreign countries. Francis S. Harmon, President; Adrian Lyon, Chairman General Board; Fred W. Ramsey, General Secretary.

William E. Speers, Chairman Home Division. R. E. Tulloss, Chairman Personnel Division. Thomas W. Graham, Chairman Student Division. Wilfred W. Fry, Chairman Foreign Committee.

Racial Adjustment

NATIONAL URBAN LEAGUE—For social service among Negroes. L. Hollingsworth Wood, pres.; Eugene Kinckle Jones, exec. sec'y; 17 Madison Ave., New York. Establishes committees of white and colored people to work out community problems. Trains Negro social workers. Publishes "Opportunity"—a "journal of Negro life."

Child Welfare

CHILD WELFARE LEAGUE OF AMERICA— C. C. Carstens, director, 130 E. 22nd Street, New York City. A league of children's agencies and institutions to secure improved standards and methods in their various fields of work. It also cooperates with other children's agencies, cities, states, churches, fraternal orders and other civic groups to work out worth-while results in phase of child welfare in which they are interested.

NATIONAL CHILD LABOR COMMITTEE—Wiley H. Swift, acting general secretary, 215 Fourth Avenue, New York. To improve child labor legislation; to conduct investigation in local communities; to advise on admnistration; to furnish informaton. Annual membership, $2, $5, $10, $25 and $100 includes monthly publication, "The American Child."

DIRECTORY RATES

Graphic: 30c per (actual) line (12 insertions a year)

Graphic and Midmonthly 28c per (actual) line (24 insertions a year)

Foundations

RUSSELL SAGE FOUNDATION—For the Improvement of Living Conditions—John M. Glenn, dir.; 130 E. 22nd St., New York. Departments: Charity Organization, Delinquency and Penology, Industrial Studies, Library, Recreation, Remedial Loans, Statistics, Surveys and Exhibits. The publications of the Russell Sage Foundation offer to the public in practical and inexpensive form some of the most important results of its work. Catalogue sent upon request.

Women's Trade Union

NATIONAL WOMEN'S TRADE UNION LEAGUE OF AMERICA — Mrs. Raymond Robins, honorary president; Miss Rose Schneiderman, president; Miss Elisabeth Christman, secretary-treasurer; 311 South Ashland Boulevard, Chicago, Ill. Stands for self-government in the work shop through trade union organization; and for the enactment of industrial legislation. Official publication, Life and Labor Bulletin. Information given.

(*Continued from page* 203) developing a new technique, which would be based on such maxims as:—"If you are interesting and interested, you will interest others." "Companionship usually precedes love." "Conviction and knowledge matter less than courtesy and kindliness." Trite, of course, but so is a social worker's desire to make her way in the community's social life. The new technique would involve greater participation in avocational and cultural interests. It would include some of the knacks of being a playmate. It would follow an honest realization that work alone may not satisfy us and that it is not healthy to force work to absorb us. It would result in an inner assurance of fitting in where we want to fit. Such social skill might reduce our fears—although not one of us admitted that if we found the right man we would flounder!

There is something so pathetic about our plea one to another: "Let's not talk shop tonight," because we always do when we are together. We revel in hashing over our conflicts and inner discoveries, we delight in repudiating the other person's interpretation, and in finding outlets for our analytical absorption. We always talk shop, because we have so little else to talk about. It does seem probable, however, that if we set out to get what we think we want in other spheres, that we might have something other than shop to talk over on quiet evenings at home. The test of our desire for "outside" friends lies, of course, in the effort we make to acquire them. The suggestions we formulated may not be the only road to the Promised Land, but they seemed feasible to us. We could appreciate the Canadian police drive "to get your man," but we were modest. Men, women, families, outside interests—any or all would satisfy us for the time being. Nor were all of us acutely unhappy over our social status—and what is more, we discussed but one side of the picture. The rare but existent workers whose colorful social life interferes with the job were not with us. Perhaps they do not bother with conferences.

Some of us recalled the comment of the psychiatrist who, in a talk to young workers, remarked that, "No woman gives up hope till the last spadeful has been tossed," and we were all stimulated to interest by the picture of some of the "horrible examples" of whom we knew. We came away convinced that as it takes more than brains to make a social worker, it may take more than a social-working brain to make a social success!

(*Continued from page* 207)

GERTRUDE GRUEL, formerly executive secretary, Blair County Tuberculosis Association, Altoona, Pa., now executive secretary, Norfolk County Health Association, Mass.

DR. CONNIE M. GUION, chief of Medical Staff, New York Infirmary for Women and Children, appointed chief, Cornell University Medical Clinic, New York City.

HOWARD R. GREEN of the Cleveland Health Council, appointed 6th district supervisor of the Census in Cleveland.

NEVILLE G. HALL, formerly A.R.C. representative, Veterans Bureau, Washington, D. C., now assistant director of war service, A.R.C.

I. MALINDE HAVEY appointed director, Public Health Nursing Service, American Red Cross, succeeding Miss Fox, now director, Visiting Nurse Association, New Haven, Conn.

MILDRED HECKER, formerly tuberculosis supervisor, Public Health Nursing Association, Woonsocket, R. I., now executive secretary, Blair County Tuberculosis Association, Altoona, Pa.

WILFRED HUMPHRIES, formerly with National Committee on Law Observance and Enforcement, Washington, D. C., now an executive secretary in Department of Public Welfare, White Plains, N. Y.

LENA YOUNG JONES of Alabama appointed children's worker, New York State Charities Aid Association.

MARGARET JOYCE appointed secretary, Westchester County Organization for Public Health Nursing, New York.

MARY LYNN JUDD appointed school attendance officer, Tuscaloosa County, Tuscaloosa, Ala.

PERCY GAMBLE KAMMERER, D.D., dean of Trinity Cathedral, Pittsburgh, elected provost, Avon Old Farms, Avon, Conn.

GEORGE B. KIRKENDALL appointed publicity secretary, Community Welfare Federation of Wyoming Valley, Wilkes-Barre, Pa.

S. FLORA KLEIN appointed policewoman, Bureau of Crime Prevention, Police Department, New York City.

MAUD MCCREERY, formerly with the Wisconsin Anti-Tuberculosis Association, now doing promotion work for the Milwaukee Leader.

NENA MCDUFFIE appointed child welfare superintendent, Tuscaloosa County, Tuscaloosa, Ala.

MRS. CHESTER G. MARSH, director of recreation, Westchester County Recreation Commission, New York, appointed director of the Westchester Workshop.

FRANCIS MAXFIELD, formerly professor of psychology, Ohio State University, and director, Children's Clinic, now director, Educational Adjustment Service. North Tarrytown School, North Tarrytown, N. Y.

LEONARD MAYO, director, School of Social Service, New York City, appointed to Committee of the Detention Home Study, National Probation Association, New York City.

ADA G. MEEHAN elected president, Westchester County Organization for Public Health Nursing, New York.

ELIZABETH F. MILLER appointed director, Lincoln School for Nurses, New York City.

ELIZABETH J. MONROE appointed policewoman, Bureau of Crime Prevention, Police Department, New York City.

GERTRUDE MORTON appointed supervisor, Hamtramck Branch, Visiting Nurse Association, Detroit.

EVELYN MOYLE appointed policewoman, Bureau of Crime Prevention, Police Department, New York City.

NORA REYNOLDS, formerly field secretary, Child Health Education Service, National Tuberculosis Association, New York City, now with Baltimore Public Library.

JULIA BOWERS SHERWOOD, formerly with Veterans Bureau, Helena, Montana, now case worker, Department of Child Welfare, Clovis, N. M.

LUCILLE SHEYEV appointed policewoman, Bureau of Crime Prevention, Police Department, New York City.

MARGUERITE SILLIMAN, formerly with Mandel Clinic, Michael Reese Hospital, Chicago, now psychiatric social worker, Clinic for Juvenile Research, Detroit.

DONALD SLESINGER, formerly executive secretary, Institute of Human Relations, Yale University, now professor of law and executive secretary, Local Community Research Committee, University of Chicago.

H. B. SODT, formerly with Detroit Community Chest, now general secretary, Community Chest, Chattanooga, Tenn.

CLARA SOMERVILLE, formerly social research secretary, Council of Social Agencies, Washington, D. C., now affiliated with Harrison A. Dobbs in the Study of Detention Facilities for Juvenile Court Cases, National Probation Association.

LOUISE STAEBNER, formerly assistant employment manager, National Carbide Company, New York and Ohio, now vocational secretary, National Board, Y.W.C.A., New York City.

JAMES STONE of the National Tuberculosis Association appointed secretary, New Haven Cancer Committee, New Haven, Conn.

META TALBOTT and FLOSSIE WARNER of Chicago working with Harrison A. Dobbs on the Detention Homes Study, National Probation Association.

FRANCES V. THOMPSON appointed managing director, Union League Foundation for Boys' Clubs, Chicago.

ARTHUR TOMALIN, director of publicity, American Public Health Association, died.

MILDRED TUTTLE, formerly rural and community nurse, Madison Township, Madison, Ohio, now part-time director of health, Demonstration School of Peabody College, Nashville, Tenn.

ELIZABETH E. WADE appointed superintendent, Central Association of Charities, Evanston, Ill., succeeding Kathleen M. Moore.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

CLASSIFIED ADVERTISEMENTS

Rates: Display: 30 cents a line. 14 agate lines to the inch. Want advertisements eight cents per word or initial, including address or box number. Minimum charge, first insertion, $1.50. Cash with orders. Discounts: 5% on three insertions; 10% on six insertions. Address Advertising Department

TEL: ALGONQUIN 7490 **THE SURVEY** 112 EAST 19th STREET NEW YORK CITY

WORKERS WANTED

WANTED: Resident Worker, for girls department in small Jewish Children's Home in Newark. Matured age. State experience, education and salary expected. Immediate opening. Address 6652 SURVEY.

WANTED: Registered nurse for social case work with New York organization, where medical background is necessary. Interesting work for nurse with enthusiasm and pleasing personality. Must speak Yiddish. 6654 SURVEY.

GRADUATE NURSES, dieticians, laboratory technicians for excellent hospital positions everywhere. Write for free book now. Aznoe's Central Registry for Nurses, 30 N. Michigan Ave., Chicago, Illinois.

AT ONCE experienced family case work supervisor. Middlewest agency. Salary $1,800.00 to $2,400.00. 6657 SURVEY.

WANTED: Associate District secretary, beginning salary $1980. Also case worker with experience or professional training or both. Apply to Jean Luke, Charity Organization Society, 105 E. 22nd Street, New York.

WANTED: A Social Worker for the Staff of a general Hospital located in the eastern part of the United States. Must be college graduate with either two years case work experience or certificate from a school of Social Work. 6610 SURVEY.

WANTED: Thoroughly experienced, well educated worker with executive ability for Child Caring Agency. Middle West. Must speak Jewish. 6658 SURVEY.

SITUATIONS WANTED

NURSE, Registered, Jewess, executive experience welfare field, desires connection welfare organization. Resident preferred. Dependable, capable organizer. Accept management camp. 6632 SURVEY.

EXECUTIVE DIRECTOR for Community Center; extensive experience in social work and business. Primary desire to render service to community. Compensation of secondary consideration. American Jew; age 33; professional; well connected. 6642 SURVEY.

SCOTCH (Protestant) extensive experience Housekeeping including supervision maids, linen, stores, etc., at home and abroad, seeks appointment as Housekeeper, Supervisor or Hostess in large Private Establishment, Hotel or Hostel, or other position suitable for fully qualified member Nursing Profession. Excellent credentials. 6653 SURVEY.

DIRECTOR of boys work in settlement. Capable of directing summer camp, desires position in either capacity. 6655 SURVEY.

SUPERINTENDENT of Jewish Children's Home wishes to make a change. College graduate, nineteen years' experience in child care, eleven years as executive. Experience in cottage and congregate plan institutions. 6656 SURVEY.

GIRLS Club and Case Worker, experienced in Y.W.C.A. and Settlement House organizations, desires position in or near Pittsburgh. 6659 SURVEY.

REAL ESTATE

REAL ESTATE FOR INVESTMENT
Or Year Round Home Site

Wonderful opportunity. One hour from New York City. On the Great South Bay. Highly restricted community with country club, golf course, swimming, fishing. Life membership with property.

6650 SURVEY

INSTITUTIONAL AND WELFARE SERVICE
Olive P. Hawley, Director — The Willis Hawley Exchange, Inc.
Case Workers—Supervisors—Secretaries—Psychiatrists
32 Court Street, Brooklyn, N. Y. — Triangle 0447

A MESSAGE TO EMPLOYERS

The Executive Service Corporation maintains a Social Service Division under the direction of Miss Gertrude D. Holmes, herself a trained Social Worker, to give ready counsel to social, educational and hospital executives.

When in need of workers call upon Miss Holmes, she can supply you with

Executive Secretaries	Institutional Personnel
Club and Recreation Leaders	Teachers, Nurses and Dietitians
Psychiatric Social Workers	Superintendents
Public Health Nurses	Physicians
Church Secretaries	Hospital Executives

Gertrude D. Holmes, *Social Welfare Director*

EXECUTIVE SERVICE CORPORATION
WILLIAM D. CAMP, *President*

100 East Forty-second Street
New York, N. Y.

Agency Telephone
Ashland 6000

The Collegiate Service Inc.

Occupational Bureau for College Women

11 East 44th Street
New York City

Social Work Dept. in charge of Pauline R. Strode, Ph.B. University of Chicago and graduate of Chicago School of Civics and Philanthropy

SITUATIONS WANTED

WOMAN, experienced in tea rooms and country club, desires position in institution or club as manager housekeeper or in charge of dining room and kitchen. Mrs. Pauline Hande, 43 Linden Avenue, Metuchen, N. J.

FOR RENT

SMALL COTTAGES and cabins for rent from June 15th to September 15th. Rentals from $125 to $150. Ideal location, in the foothills of the Adirondacks. Private lake with good bathing, boating, fishing and tennis. Small group; a quiet and pleasant place to rest. Write **Dr. C. Ruel Simbol** Allen-Stevenson School, 132 East 78th Street, New York, N. Y.

ESTATE FOR SALE

SUMMER ESTATE: Shapleigh, Maine
Suitable for commercial purposes or as summer home for wealthy person. All equipped, first class condition. 100 miles from Boston, Lake 8 miles long. Price very reasonable to settle estate. Louis Blatt, Administrator, 184 Summer Street, Boston, Mass.

APARTMENT—NEW YORK CITY

GRAMERCY PARK SECTION. Third floor private house, unfurnished. "The Block Beautiful"—142 East 19th. Four rooms, fireplace, 2 baths, gas stove, refrigeration. Suitable two, three persons. Apply, Superintendent, 5 Gramercy Park.

Do You Need

Institution Executives
Superintendents
Housekeepers
Matrons
Domestic Help
Nurses
Physicians
Teachers
Tutors
Personnel Managers
Industrial Welfare Workers
Recreation Workers
Boys' Club Workers
Girls' Club Workers
Social Case Workers
Office Executives

An ad in the Survey's classified department will bring results. Rates: 8c a word, minimum charge $1.50 an insertion.

THE SURVEY
112 E. 19 St. New York

LITERARY SERVICE

RESEARCH: We assist in preparing special articles, papers, speeches, debates. Expert, scholarly service. AUTHOR'S RESEARCH BUREAU, 516 Fifth Ave., New York, N. Y.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED